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Secretary opens child care center at State

State Magazine

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Contributions (consisting of general information, feature stories (informal, first-person accounts with a personalized, anecdotal slant), fictional pieces (with some tie-in to life at State), photographs (pictures of one, two, or three persons work best—avoid large groups), drawings, and poems are welcome. *Include your telephone number or a way for the editor to reach you.*

Articles must be double-spaced and free of acronyms (spell out all office names, agencies, and organizations). Submissions containing acronyms may not be used. Photos should include typed captions identifying persons from left to right, with job titles (again, no acronyms).

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On the cover—Secretary Warren Christopher addressing the crowd at the ribbon-cutting ceremony for the opening of the child care center.



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399



33



7



16

Feature Stories

Foreign policy on the cheap

- 2** Officer offers his views
- 10** Telecommuting from overseas
- 14** Not for people like you
- 16** I danced around the world
- 18** My year on K Street
- 24** A trek up Blue Mountain
- 35** Carrying the message: diplomats in residence
- 36** On the trail of passport fraud
- 44** Learning to run with the Senior Seminar

Child care center opens at State

- 6** Secretary Christopher cuts ribbon at ceremony

Post of the Month

- 26** Addis Ababa

Departments

- 12** Appointments
- 9** Direct from the DG
- 20** Honors and awards
- 47** Obituaries
- 40** Personnel lists

Foreign Policy on the Cheap — You Get What You Pay For

By L. Craig Johnstone

This article is adapted from an address the author presented at a town meeting in Lexington, Ky.

In January I lost a friend to cancer. Graham Brown was a young and brilliant journalist. He left his wife, Dolores Brown, a Foreign Service officer, and two beautiful children, Richard, six years old and William, two. Graham didn't have long between the shock of his diagnosis and his passing. But we did have the opportunity to talk together about life and death, about God, and about his children and his concerns about their future, growing up in a very uncertain world.

I suppose it's not surprising that I have spent some time since Graham's death thinking about the future of his children, and my own. What kind of a life are they going to lead?

I listen to the budget cutters on Capitol Hill arguing that because of runaway government spending we are mortgaging our children with a crushing debt that they will not be able to pay. They say we cannot let this happen, *and I have to agree with them*. They say that government programs should be focused on protecting the interest of the American people and that we can't afford giveaways either at home or abroad, *and again, I agree*. The fact is, we owe it to our children and



theirs to bring spending under control and not to saddle them with the debts incurred by our excesses.

The fact is, no matter what our position or assigned role, *our first responsibility is to pass on to our children the opportunity to live a life as good or better than our own*. For those of us in the business of foreign affairs, let's use this as the basis for evaluating our performance and as the standard to judge whether the tax dollars of American citizens are being well-spent on foreign affairs.

Just how much are we spending? The University of Maryland conducted a poll that shows that on average Americans believe we are spending 18% of the federal budget on foreign aid. Fifty years ago that wouldn't have been a bad guess. After World War II with the Marshall Plan in Europe, we did spend 16% of the federal budget on foreign aid. But those days are long gone. The international affairs budget has been dropping steadily—50% in real dollars since 1984. Today the total of all spending on international affairs comes to only 1.2% of the federal budget. That's a little over one penny of each tax dollar.

The same poll says the average American thinks we should be spending 6% of the federal budget on international affairs. But, we spend only 1.2%, and are having trouble getting that. That 1.2% will yield a budget request for international affairs of \$19.2 billion in 1997. To put this in perspective, this is equivalent to 125th of what Americans will spend on gambling in the same period. Of the 21 OECD countries—the wealthiest countries in the world—we rank dead last in the percentage of our wealth that we give in foreign aid.

The *Washington Post* conducted another poll and found that the American people think we spend more on foreign aid than on Medicare. The fact is that Medicare costs more than 20 times the amount we spend on international affairs. What does this tell us? Above all, it shows that we have a terrible public affairs problem. The message on what we do and how much it costs has not been communicated. We need to get the message out.

In fact, our message is a good one. We have six basic foreign policy objectives, the first of which is to help build a more prosperous America by encouraging free trade and increasing exports. The President's international affairs budget for 1997 includes \$834 million toward this objective. Over the past three years, our increase in exports has been the driving force of our economic recovery. Today one in seven jobs in this country is export-related, accounting for 10% of our GDP. The \$834 million we spend in the international affairs

The author is director of the Office of Resources, Plans, and Policy.

budget to promote exports accounts for 15 to 20 billion dollars in exports and up to 300,000 American jobs.

And this doesn't tell the whole story. Businesses pay for the services they receive. The reflows go to the Treasury. And the exports generate taxes. The total receipts generated by these programs are greater than the cost of the programs themselves. These efforts actually reduce the deficit.

Let me return to my basic question: Which is better for our children, and the future of America—to continue to increase American exports and jobs with programs that end up reducing the budget deficit—or to eliminate the programs that create these jobs and exports? The answer is obvious—if anything, we should be expanding these programs.

The second international affairs objective is to advance our geopolitical interests by promoting democracy and market reform. In the 1997 budget request this will cost taxpayers \$1.3 billion. This money funds the programs we use to consolidate the gains we made in the Cold War, to bring market reform and democracy to the remnant pieces of the old Warsaw Pact. Fighting the Cold War cost us not millions or billions—but trillions of dollars. How utterly foolish it would be to have fought so long and at such risk only to squander our opportunity to nail down our victory. Each day we make it less likely that these regions will return to the path of totalitarianism. Each day makes it a little less likely that we will once again face the nuclear specter we faced for most of the period since World

War II. For this we spend a little over a billion dollars. We spend \$160 million of it in Russia. Americans spend almost 50 times that much each year on cruise ship vacations. Where is our sense of priorities? These are not giveaway programs or charity. They are hard-headed programs designed to keep us safe and free.

I grew up in a nation of fallout shelters, Sputnik, and the Cuban

and by one Mexico a year. It is growing by one China every decade. Is there a thinking person who believes that this trend will not seriously impact the lives of our children and our grandchildren? The human race is now just over 5.5 billion. By the year 2050, it will reach 12 billion if we do nothing. But with our leadership, the kind we brought to the World Population Conference in Cairo last year, we

“*Isn't it worth spending 60 cents per American a year to try to avoid returning to a cold war confrontation with Russia? Isn't this an investment we should be willing to make for our children?*”

missile crisis. I remember sitting in the school hallway with my hands over my head in the nuclear war exercises of the 1950s. How soon we forget. Isn't it worth spending 60 cents per American a year to try to avoid returning to a cold war confrontation with Russia? Isn't this an investment we should be willing to make for our children?

We are all familiar with the charts that show the increase in world population over the past millennium and for the next 100 years—those lines that hugged the bottom of the chart until a few years ago, and which will go through the roof in the next few years. This is the direction of global population trends. Think about this! Every day the world's population is increasing by one Lexington, Ky.,

can stabilize population growth at around the 8 billion level. The budget described as “foreign aid” is the budget that responds to this issue. Isn't this really a prudent investment in our future and that of our children?

As people proliferate and economies grow we face another threat—the state of the environment. This has become a primary concern of Americans. What is not widely known is that international affairs spending is key to ensuring the international cooperation necessary to protect us from ozone layer depletion, from the threat of global warming and water and air pollution. Most people have no idea how much we spend reducing greenhouse gas emissions here in

Foreign Policy on the Cheap

the United States. It costs us tens of billions of dollars. Yet pollution has the same effect on our atmosphere no matter from where it comes. We get four to seven times as much pollution relief per dollar spent in Brazil than we do trying to wring the last bit of emissions out of our industry here at home.

The rapid deterioration of the global environment is going to affect our children in many ways, some of which we have only begun to understand. According to some studies, the average sperm count of males around the world has declined by about 2% a year over the past many years. Why? Scientists disagree. Is this, as many suspect, a side effect of environmental pollution? We don't know yet—but we better find out. And this is the budget that funds the international cooperation programs necessary to track it down.

This "foreign aid" budget funded our successful international campaign against smallpox. It is paying for the international part of our current campaign against polio. It is the budget that deals with international cooperation on AIDS and new threats, such as the Ebola virus. Diseases, like pollution, know no borders. We have to fight them globally, and when we do, we protect Americans.

When you add up the pieces of the budget that handle the population crisis, keep us safe from diseases, protect the global environment, and stimulate economic development, the cost comes to \$3.8 billion in 1997, equivalent to about

a 20th of IBM's annual revenues.

I spend a lot of time talking to members of Congress and their staffs. Many have spoken against "foreign aid." When they say they want to cut programs, I explain the consequences. And the consequences are always bad for Americans. They keep looking for the "foreign aid" in the foreign aid budget. Well, it isn't there.

Our fourth objective, promoting peace, is our primary responsibility. In 1997 we are requesting \$6.4 billion for this purpose. The biggest cost is to ensure peace in the Middle East. Countries like Egypt, Israel, and Jordan seem a long way away—until you have a crisis, until you or your children are fighting in a Gulf War, or until we have an oil crisis, like we had in the 1970's that cost us not \$5 billion but *hundreds of billions of dollars*. When these things happen, the Middle East is right next door.

Against all odds, we have made remarkable progress in the Middle East over a span of two Republican and two Democratic administrations. We have had major breakthroughs with profound significance for our future with this strategic region. This is not the moment to waver in our support.

Our peace budget also includes the funds necessary for international peacekeeping assessments that are likely to cost us about \$200 million in 1997, plus anything we manage to pay for our arrearages.

You have to shake your head at the debate on this issue. Look at the facts. We use peacekeeping to advance our geo-strategic interests. In most cases, we don't have to risk

the lives of American kids. I have a 16-year-old boy, and I'm willing to pay the 90 cents it's going to cost me as an American to keep the program going each year. I like the fact that we save American lives and get other countries to pick up 75% of the costs. The problem is that the Congress won't even pay our 25%. We are \$800 million dollars in debt to the United Nations on peacekeeping—not a situation of which we can be proud.

The peace account also pays to prevent nuclear weapons proliferation. The agreements which will keep North Korea from developing a nuclear weapons capability will cost us \$25 million next year. Compare this with the \$4 billion the Japanese and South Koreans are putting up—or the costs we will pay if the effort fails and North Korea develops nuclear weapons with which to blackmail the world. What would it cost us if North Korea decided to provide nuclear weapons to Iraq and Libya? In my opinion, the team that negotiated this deal for us deserves medals. Yet the Congress is unhappy at having to come up with the \$25 million!

Some believe that we can't afford foreign aid because we have to fight crime and drugs. What budget do you suppose pays for our country's fight against international crime and drug cartels? The same holds true for terrorism. This budget funds our anti-terrorism effort at a level equal to 1% of the cost to New York City of the World Trade Center bombing.

Humanitarian assistance is our fifth goal and is one of which we can all be proud. In 1997 we will spend \$1.7 billion on this effort. Now here is something we pay for that really is foreign aid—money to help refugees, feed starving people, and aid victims of disasters. Here, you might say, is the one budget that does not relate directly to the economic or geo-strategic interests of the American people—although I might give you an argument on that. Interestingly, this is the one budget category that enjoys overwhelming bipartisan support in Congress and the Administration. This is a paradox. Members of Congress complain about foreign aid, yet they are virtually unanimous in their support for the one part of the international affairs budget that could be considered real foreign aid. When it comes to feeding starving people, we are united.

Our last budget category is designed to advance diplomacy. This is the part that funds the organizations and people that get the job done. The entire effort will cost us \$5.3 billion in Fiscal 1997. In this part of the budget we fund the United Nations—or I should say, we partially fund our share of the United Nations. We used to pay our international bills and criticize those who did not. Lately we have not been paying our bills, building up our arrearages to the United Nations and other organizations. I know the perception in this country is that we are propping up the United Nations with fistfuls of dollars. But the fact is, we are

dragging it down with unpaid bills. Our country owes the U.N. and other international and multilateral organizations over \$2 billion in overdue bills. We have become the world's number one deadbeat.

This part of the budget also funds the combined efforts of State, AID, and USIA Foreign Service personnel overseas and their home-based support. These are the people who

Foreign Service in 1965 when there were 72 names on that wall listing those killed in action since 1780. Thirty years later, there are 185 names on the wall. When you join the Foreign Service, your chances of being killed are greater than those you face if you join the Army—and there have been more ambassadors killed since World War II than generals.

“ *When you join the Foreign Service, your chances of being killed are greater than those you face if you join the Army.* **”**

provide passports—5 million last year. When Americans get in trouble overseas and are desperate for help, these are the people who come to their assistance—1.7 million times last year. When there are tough negotiations to deal with China and the Straits of Taiwan, with Bosnia, Japan, or on myriad trade issues, these are the people who get the job done.

You won't find a more dedicated group—they serve in the most remote corners of the world. The pay isn't great. The living conditions can be super—if you get lucky and are sent to Paris—or abysmal if you are at many of the 250 other places around the world.

The risks are substantial. Before you sign up for the Foreign Service, or let your kids sign up, walk into the C Street lobby and look at the memorial plaques. I joined the

So, why do it? Because those who serve the international affairs agencies believe in our country. Because they want to make a difference. Today, more than ever before, what they do impacts on Americans—on jobs, on the physical security of the country, on our freedoms, our safety, even the air we breathe. And, most importantly, these public servants are on the front lines of defining the kind of world in which our children and grandchildren are going to live. Each day we add new demands to our foreign policy. You can't meet these demands running a foreign policy on the cheap. If you try, you, and more importantly, your children, will end up getting what you paid for.

Child care center opens

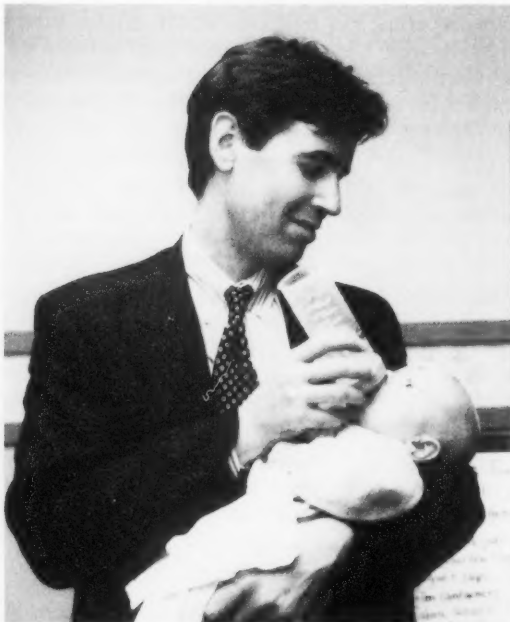
The Department's long-awaited child care center—more than a decade in the making from planning to start-up—opened on May 6, with a ribbon-cutting ceremony on the 22nd that included Secretary Christopher, Richard Moose, the under secretary for management, Patrick Kennedy, assistant secretary for administration and Anthony Quinton, the director general. Spaces are still available at the center for kindergarten-age children. To enroll your child or tour the center, call the director, Pam Marshall, at (202) 663-3555.



Cutting the ribbon: **Gene Eidelman**, right, CEO of Prodigy Child Development, providers at the center; **Donna Mavritte**, president of Diplotots, Inc., the center's governing board, and **Secretary Christopher**.

CHILDCARE

Bruce Sherman feeds his son, Samuel.



Shanna Tolson and her son, Anthony.



Parents arrive at the center on the secured driveway.

CHILDCARE



Secretary Christopher with Melody Bacha and her daughter, Kathryn.



Tracy Reynolds, summer camp counselor, meets with junior campers and Regina Tyson, teacher of the four-year-old class.

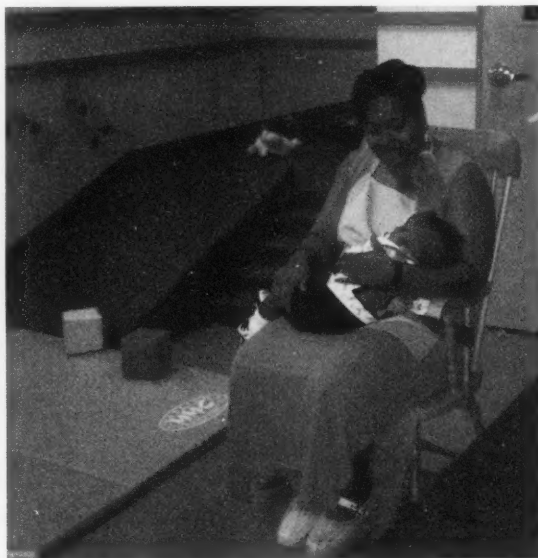
Staffer Kellye Thompson takes toddlers for a stroll.



Child care center opens



A view of the classroom for three-year-olds.



Teacher Yoki Smith rocks Anthony Tolson to sleep.

CHILDCARE



Kindergarten teacher Sarah Poole displays computer equipment at the center.



Megan Hite in the toddler room.

Direct from the D.G.

This column was written by Anthony C.E. Quinton, director general of the Foreign Service and director of personnel.

There is almost unanimous agreement that the Department must do a better job of workforce planning than it has in the past. In an era of downsizing and budget constraints, we have no choice but to rationalize the use of our personnel in both the Civil and Foreign Service.

Over a year ago Under Secretary Moose urged us to develop a more coherent workforce planning strategy. As we have worked to develop that strategy we have focused on the Department's mission and its future. We are and will continue to be in a "people" business. We know that in the year 2000 we will be a smaller organization than we are today. We also know that technologies, particularly in the information management area, will change the nature of our work and the kinds and numbers of people we will need.

In its most simple terms, workforce planning means getting the right people in the right numbers and with the right skills. This will require us to focus on the structure and profile of our current workforce and to define how to get the workforce we will need to meet the 21st century requirements of our diplomacy. To achieve that goal we will have to be more flexible, recognizing that the line between traditional conal and workforce requirements should be less rigid as we confront the new agenda of global, trade, and law enforcement issues as well as our more traditional diplomatic agenda.

In this regard it is important to



recognize the complexity and diversity of our existing workforce, composed as it is of Foreign Service generalists and specialists, Civil Service employees, PITs, FSNs, and PSCs. These are tremendous resources that we will have to redefine and refocus.

In shaping the workforce of the future we will need new tools. We are already well advanced in developing those tools. Under Ambassador Stapleton Roy's and Executive Director Bill Burns' leadership we are nearing completion of the overseas staffing model, which will enable us to "right size" our missions in relation to resources and to each other. We are nearing completion of the Foreign Service generalist classification review, which will provide us with revised classifications for all generalist positions to ensure jobs are appropriately categorized by grades and cones. As required by the consent decrees in both the women's and black officers' suits, we are about to begin a major contractual activity: a job analysis of Foreign Service generalist positions. It will detail the kinds of knowledge, skills, and abilities required at each grade and cone. The information from the job analysis will enable us to revise our

evaluation (EER) process to ensure that our promotion system reflects the needs of the Service at each grade. The job analysis will also permit us to more effectively target our recruiting efforts and to reengineer the examination and entry process.

Beyond this major project we have already made considerable strides in recent months in the area of flexibility—allowing us to place members of the workforce where needs are greatest and where talents can be most productively used. We are enhancing Foreign Service/Civil Service interchangeability; we have facilitated skill code conversions; we have revitalized and reformed the secretarial career path; and we have begun the process of rationalizing the various family member employment programs overseas, which are so important to the morale of our workforce and the professional career aspirations of our spouses.

This is not to say that we have solved all our workforce management problems—far from it. We still do not have a domestic staffing model for bureaus in the Department. We have not succeeded in creating true mobility for our Civil Service colleagues. We have more work to do in assuring viable career paths for some of our specialist colleagues. Nor have we come up with a rational, coherent, or litigation-resistant mechanism for selecting out the poor performers in our midst. However, these are all areas in which we will be working over the next year, internally in PER and externally in partnership with our colleagues in AFSA and AFGE.

Telecommuting—from overseas

By Cheryl Sloan

You're a Foreign Service spouse, finally getting a career going with the Civil Service, and your spouse comes home with the all-too-familiar 'great news' announcement: "I got my *first choice* bid, a great opportunity for me, and we're moving to Ouagadougou next summer!" You smile, shower him with congratulations, and then think to yourself: but what about my job? I've worked *so* hard to get where I am now, and I have to give it all up, *again*.

Attention, Foreign Service spouses of the world—some of us now have a new option available, and it's not separate maintenance. You may be able to telecommute from overseas to your Civil Service job site. Although the State Department has had a domestic telecommuting pilot program for some time (see the April/May issue of *State*), they have only recently approved the first overseas telecommuting position. I am fortunate to be in that position, and hope others will join me soon.

The idea first came to me in March 1995, when I learned that the post where my husband would be assigned as the agriculture counselor (Ankara) had no jobs available, and did not have a bilateral work agreement (although there is now hope on that front, thanks to efforts by mission management). Although the thought of staying home with my three children was tempting, I knew that once I left my Civil Service job, my career with the government would probably be

over. The current hiring freezes and downsizing make it virtually impossible to re-enter the Civil Service. So it came time for the big decision. Should I stay in Washing-

That's when I remembered a White House memo I had recently read entitled "Expanding Family-Friendly Work Arrangements in the Executive Branch." In the memo,



ton and continue working (splitting up the family), or accompany my spouse and give up my career? I decided that neither option was acceptable, and proposed to my boss, Bob Byrnes, that I continue my work in Ankara.

He immediately agreed that my job could easily be performed off-site. Since all of my work as the overseas disbursing oversight coordinator for the finance bureau's international financial services directorate was done via electronic media (e-mail, fax, phone), my physical location was not critical to the performance of the job. There was no reason that I couldn't continue performing exactly the same duties in Ankara. But how could we make it happen?

President Clinton directed the head of each executive department or agency to "establish a program to encourage and support the expansion of flexible family-friendly work arrangements, including telecommuting and satellite work locations." Bingo, this was my solution. I'd telecommute to Washington, and my satellite work station would be in Ankara. How could anyone say no, knowing I had the president of the United States behind me?

Of course, few things in life are as easy as they initially seem, and getting this position approved was no exception. Although I had the strong support of my bosses in Washington and the management

team in Ankara, this was a precedent setting measure—the first U.S. government telecommuting position from a mission overseas. There was a long list of practical questions that had to be answered if this was to work. What kind of support would post need to provide—computer, telephone, mailroom, clerical? Who would approve leave and where would time and attendance be reported? How would travel to Washington be handled? Would I receive post allowances, differentials, or other Foreign Service benefits? Would I be eligible for local holidays at post? What about my diplomatic status? Only a few of these issues had been resolved when we made the move to Ankara in August 1995. Seven more frustrating months passed before I signed a memorandum of understanding that allowed me to start work in Ankara.

During these months, Bob Byrnes spent endless hours walking my proposal through the bureaucratic maze, fighting unforeseen obstacles, including furloughs and snow. His efforts to overcome resistance were noted by many, especially Sid Kaplan, the managing director of international financial services, who helped keep post administrative officer Bill Eaton informed of my progress. Receiving the approval from the director general involved thorough reviews by Legal Affairs and the Division of Work and Family Programs. The strong support of Ambassador Marc Grossman, DCM Frank Ricciardone, and the administrative staff in Ankara were key to making it happen.

Shortly after I started my work in March, First Lady Hillary Clinton visited Ankara. In her speech to the American community, she saluted the establishment of the first telecommuting position for the Civil Service in an overseas post, and called me a “pioneer” for working spouses. What an honor—the perfect reward for all those lost months of work. But now it’s June, the emotional high has diminished, and I’m into what approaches a daily routine. How is this arrangement working? What are the pros and cons?

Since Washington is my official work site, my pay rate and holiday schedule are Washington-based (no post differentials and no local holiday pay—I either work on local holidays or take annual leave). My status at post is as a spouse, so I receive only those benefits and allowances for which I am eligible as a family member. But those are minor concerns. Actually, I never expected this to work as well as it has. The embassy has provided me with a wonderful office with a desk, chair, bookcase, telephone, e-mail line, a copy machine, and office supplies. Members of the administrative staff have assisted me in setting up communication links, timekeeping, making travel arrangements, and resolving personnel issues. I use my computer, printer, and fax from FMP, which also covers costs for major supplies, phone and fax lines, and travel. Communications with Washington out of Ankara are excellent and cheap by both e-mail and fax, and I have a steady stream of messages arriving from Washington and other posts around the world on a daily basis.

Telecommuting from overseas won’t work for everyone. The kind of work I do—dealing with a large volume of electronically processed data, lends itself to an accurate measurement of output, which is perfect for telecommuting. Since I work alone and have no meetings to attend, I have complete control over my time, greatly increasing my productivity and finally allowing me to work on all of those “unfinished” projects. It’s very important to have an excellent relationship with your long-distance boss and colleagues, because they are your lifeline. At times, you may feel isolated and hope that you are not missing out on important information from your Washington office. When your vital communication lines are down, patience is important.

Making this job happen was tough, but it’s been worth it. Now that the precedent has been set, I hope there are others out there who can have the same experience. Embassy Ankara is already supporting approval of its second overseas telecommuter, the spouse of another Foreign Agriculture Service officer, who currently works in a Civil Service position for Agriculture in Washington. With the approval of my position, the Department has shown that it really can be flexible and creative in addressing what has become a serious problem for many Foreign Service spouses.

If you would like more information, please contact me in Ankara via e-mail or telephone at 90-312-468-6110 ext. 2371, or fax: 90-312-426-2957.

Appointments

President Clinton names 9 new envoys

President Clinton, as of mid-July, had named 9 more persons to ambassadorships. The nominations require Senate confirmation. The countries and persons named are:

Guinea: Tibor P. Nagy, Jr., a member of the Senior Seminar, to succeed Joseph A. Saloom III.

Kenya: Prudence Bushnell, principal deputy assistant secretary for African affairs, to succeed Aurelia E. Brazeal.

Laos: Wendy Jean Chamberlin, deputy chief of mission, Kuala Lumpur, to succeed Victor L. Tomseth.

Niger: Charles O. Cecil, deputy director, Office of West African Affairs, to succeed John S. Davison.

Papua New Guinea, Solomon Islands, Vanuatu: Arma Jane Karaer, deputy chief of mission, Helsinki, to succeed Richard W. Teare.

Swaziland: Alan R. McKee, consul general/principal officer, Johannesburg, to succeed John T. Sprott.

Venezuela: John Francis Maisto, ambassador to Nicaragua, to succeed Jeffrey Davidow.

Vietnam: Pete Peterson, a member of Congress from Florida.

Zambia: Arlene Render, director, Office of Central African Affairs, to succeed Roland K. Kuchel.

Following are biographic sketches.

Guinea

Tibor P. Nagy, Jr., currently is attending the Senior Seminar. Prior to this, he was deputy chief of mission



in Lagos. He joined the Foreign Service in 1978 as a management analyst in the Bureau of Personnel, where he served for a year. After serving as a general services officer in Lusaka from 1979-81, he was assigned to Victoria, Seychelles, for two years as an administrative officer. He was a post management officer and systems administrator in Washington for a year and was assigned to Addis Ababa as administrative officer from 1984-86. For the next six years, he was deputy chief of mission at Lome (1987-90) and Yaounde (1990-93).

Mr. Nagy was born in Budapest on April 29, 1949. He received a B.A. from Texas Tech University in 1971 and an M.S.A. from George Washington University in 1978. He speaks

Hungarian and French. He has received four Meritorious Honor Awards and was a runner-up for the Deputy Chief of Mission of the Year Award last year. He is married to Eva Jane Nagy and has two daughters and a son.

Kenya

Prudence Bushnell has been principal deputy assistant secretary for African affairs since 1995. Before that, she was deputy assistant secretary in that bureau, 1993-95. Ms. Bushnell joined the Service in 1981 as a reports officer in the Africa bureau. Following a two-year tour as supervisory general services officer in Dakar, she became administrative officer in Bombay in 1984. In 1986 she was named director of the executive development program at the Foreign Service Institute. She returned to Dakar as deputy chief of mission in 1989. She attended the Senior Seminar, 1992-93.

Ms. Bushnell was born in Washington on November 26, 1946. She earned a B.A. from the University of Maryland in 1969 and an M.S. from Russell Sage College in 1979. Ms. Bushnell's publications include "Leadership at State—the Neglected Dimension," *Foreign Service Journal*, 1989, and "Surviving on Strengths," *Legal Services Corporation*, 1981. She speaks French and Spanish. Her honors include two Superior and two Meritorious Honor Awards. In 1988 she was named runner-up for the Replogle Award for Management. She is married to Richard Allen Buckley and has five step-children.

Laos

Wendy Jean Chamberlin is deputy chief of mission in Kuala Lumpur. She joined the Foreign Service in 1975 and the following year became consular and economic officer in



Vientiane. Two years later she returned to Washington as a staff aide in the East Asia bureau. In 1979 she became special assistant to then-Deputy Secretary of State Christopher. After a two-year stint as political officer in Kinshasa, she was a Pearson fellow on the staff of Senator Claiborne Pell. From 1983-87, she was political-military officer in the Office of Israel Affairs and acting director, Office of Regional Affairs—both in the Bureau of Near Eastern and South Asian Affairs. Following a year's leave of absence, she went to Rabat as the assistant general services officer. She returned to Washington and served as special assistant to the under secretary for

political affairs in 1989. In 1990 she became director for counterterrorism at the National Security Council. She was director of the Office of Press and Public Affairs in the Bureau of Near Eastern and South Asian Affairs, 1991-93. In the latter year, she was assigned to Malaysia.

Ms. Chamberlin was born in Bethesda, Md., on October 12, 1948. She earned a B.S. degree from Northwestern University in 1970 and an M.A. from Boston University in 1971. She also attended Harvard University's Kennedy School in 1984 for several months. Ms. Chamberlin speaks Lao and French. She has received a Superior Honor Award and two Meritorious Step Increase Awards. She also was runner-up to the Baker-Wilkins Award for outstanding deputy chief of mission. Ms. Chamberlin is married to John Houston Hawes and has two daughters.

Niger

Charles O. Cecil has been deputy director of the Office of West African Affairs since 1995. Prior to this, he was deputy chief of mission in Abidjan. Mr. Cecil joined the Foreign Service and was assigned to Kuwait in 1966. After a year of language training, he was assigned to Zanzibar as a political officer for two years. He studied Arabic in Beirut from 1971-73 and then went to Jeddah, where he served as a political-military officer. Returning to Washington after two years, he became the Saudi Arabia desk officer in 1975. Next, he was as-

signed to the Bureau of Political-Military Affairs for two years. He was a congressional fellow on the



staffs of Senator William Proxmire and Congressman Jim Leach from 1979-80.

In 1980 he went to Mali, where he served as public affairs officer and deputy chief of mission in Bamako. He then served as deputy chief of mission in Muscat for three years. In 1986 he became director of the Foreign Service Institute's Arabic Language Field School in Tunis, returning to Washington after two years to accept an assignment as deputy director of the Office of Ecology, Health, and Conservation. He later served as senior adviser for environmental affairs, 1990-92.

Mr. Cecil was born in Owensboro, Ky., on February 13, 1940. He received a B.A. from the University of California, Berkeley, in 1962 and an

(continued on page 37)

'Not for people like you'

By Ruth A. Davis

Some people can point to the very day they decided to turn heaven and earth over, if that's what it took, to be successful in this life. I can do that.

When I was a teenager growing up in the segregated South and I wanted to earn some spending money in the summer to make my life more pleasant during the school year, I did not have the benefit of "equal opportunity" or the luxury of a summer job program to help me locate suitable employment. So I did domestic work for a white family.

One day the lady of the house told me about her vacation in the Caribbean. She described beautiful islands, a veritable paradise. She said the work day was short. The people she knew worked only from 8:00 a.m. to 1:00 p.m. I allowed as to how wonderful that was and hastened to add how much I'd love a work schedule like that.

Without missing a beat, and without malice of forethought, she said to me, "But, Ruth, such a work schedule, that's not for people like you. It's for professionals—professionals like my friends." I was thunderstruck. Unknowingly, she had launched a challenge.

Years later, as I chatted amicably, with King Juan Carlos of Spain, or on several occasions with Queen Sophia, I thought, "Ah, ha!—this walking and talking with kings—is this for people like me?"

More recently, I pondered: Are you sure that this is for people like you,



when I experienced what had to be the most exciting moment of my life. I took a solitary but splendid walk down the red carpet to present my credentials as ambassador extraordinary and plenipotentiary of the United States of America to the Republic of Benin.

There have been other occasions during which I had pause to remember that day long ago in the deep South, when I was so nonchalantly dismissed as a nonentity. I will cite several examples of such times—as challenges to look beyond the naysayers. Beyond stereotypes of what others decide you are capable of accomplishing. Beyond feelings of inadequacy to unshakable self-confidence—self-confidence to the point that you can "trust yourself when all men doubt you, but make allowance for their doubting, too." (Rudyard Kipling)

But back to the examples. That little nagging question about my place in life posed itself when the Atlanta Olympic Committee invited me to join them in Tokyo in 1990 to make the final bid for the 1996 Olympic games. My vantage point in the then-Olympic city of Barcelona gave me access to key

Olympic figures. I knew what had to be done to win the games, so I became actively involved in lobbying for Atlanta's candidacy.

Should people like me play a role in trying to capture a world-class event like the Olympics? I say we should, and I don't need to tell you what we did. We went to Tokyo and we brought the games home to the United States, to Atlanta, to the South, for the first time in the history of the Olympic games.

When we touched down in Atlanta, the fire department had lined the runway with fire trucks to shower the plane as it taxied in, with water jets of joy for a job well done. It was an exciting experience, for which in the final analysis, I owe thanks to my father.

When I came home in the summer of 1990, my father mentioned the beginning of the city's efforts to capture the Olympics. Noting that I was heavily involved in the Barcelona Olympic preparations, he suggested that I might be helpful to the Atlanta Olympic organizing committee.

When I go home to Atlanta, I go to rest and recuperate—not to continue the hectic pace of my job. So I said no. Then I thought better of it, realizing that if I could do the city a service, I should. So I called Billy Payne, president of the organizing committee, and had an hour-and-a-half session with him, which led to my involvement in the Atlanta Olympics.

If there's a message here, it's that opportunities usually don't wait, so you must press on whether you're tired or not. Also—good advice is priceless if you heed it, but worthless if ignored.

The author is principal deputy assistant secretary for consular affairs.

Let me return to my examples. Was I being true to the stereotype of what my employer thought I should become when, in Madrid, I enjoyed the opera-lover's ultimate dream of having a midnight supper with Luciano Pavarotti, and discussed with him the intricacies of operas such as "Madame Butterfly" and "Tosca"? Or last July when I accompanied the president of Benin to the White House and met with the president of the United States?

I recall the marvelous nine months I spent in the Senior Seminar. We digested American political, social, and economic policy and had fascinating experiences in confidence building. On a memorable day, I stood purposefully near the end of the line, behind almost 30 of my colleagues, most of whom were males. They claimed to be *excited* about what we were about to do. My emotions were more akin to sheer terror.

It was a first lesson in parachuting and we were each to jump from a 40-foot tower. Most of those in front of me did so, and as I stood poised to take the leap, I froze, quite unable to move. Then I heard in the recesses of my mind, "So you're afraid. But your male colleagues took control of the situation. They probably were afraid just like you."

'Go ahead,' a little voice said. 'Be daring. Or is this not for people like you?' I jumped!

The message in what I'm saying is this: you must never let other people define you or set your limitations. What you can achieve is almost limitless. First, however, you must devise a plan, and you must be willing to work unceasingly. It's not glamour and good times; rather it's blood, sweat, and

tears—that's the stuff success is made of. In fact, as much as I hate to admit it, my ex-employer was right. There are no short work days for me; it's more like 10 to 12 hours a day, every day. But what fantastic days!

I can think of nothing that I would have rather done with my life other than being a Foreign Service officer. And I can think of no more exhilarating time to be a part of the establishment which manages our international affairs.

“... as I stood poised to take the leap, I froze, quite unable to move. 'Go ahead,' a little voice said. 'Be daring. Or is this not for people like you?'”

I do regret that more young African-Americans, Hispanics, and other minorities have not been more anxious to—or haven't received more encouragement to—pursue a career with State, AID or USA. African-Americans have distinguished themselves in the Foreign Service, beginning in 1869 and 1889, when Ebenezer Don Carlos Bassett and Frederick Douglas were appointed as consul general to Haiti and charge in Santo Domingo. Or later in 1949 when Edward Dudley became the first black American to serve as U.S. ambassador.

To date a total of 64 African-Ameri-

cans have been appointed as ambassadors to foreign countries. Notables who have served as ambassador include Carl Rowan, Patricia Roberts Harris, Andrew Young, Donald McHenry, Carl Stokes, and Barbara Watson. Ms. Watson, by the way, was the first black woman to serve in a principal officer position in the Department. She served as assistant secretary for consular affairs from 1968 to 1974, and again from 1977 until 1980.

Terence Todman was the first black American to rise through the ranks of the Service to career ambassador. Presently, there are three African-Americans serving as assistant secretary or the equivalent, and there are eight black Americans serving as deputy assistant secretaries.

I regret that statistics indicate a precipitous decline in the numbers of minorities entering the Foreign Service. Diversity is as American as apple pie, and we must ensure that the institutions that represent us abroad reflect the essence of our country and its population.

I was pleased when, in Warsaw, Under Secretary Moose told me that 57 Civil Service employees in the Department have been given the opportunity to serve abroad and to learn how the institution they support functions at the other end of the spectrum. I hope that more will be given the same opportunity.

Many employees know that I recently completed an assignment as ambassador to Benin. But many African-Americans haven't a clue as to where Benin is. Yet they all know where Switzerland (a European country about

(continued on page 46)

I danced around the world

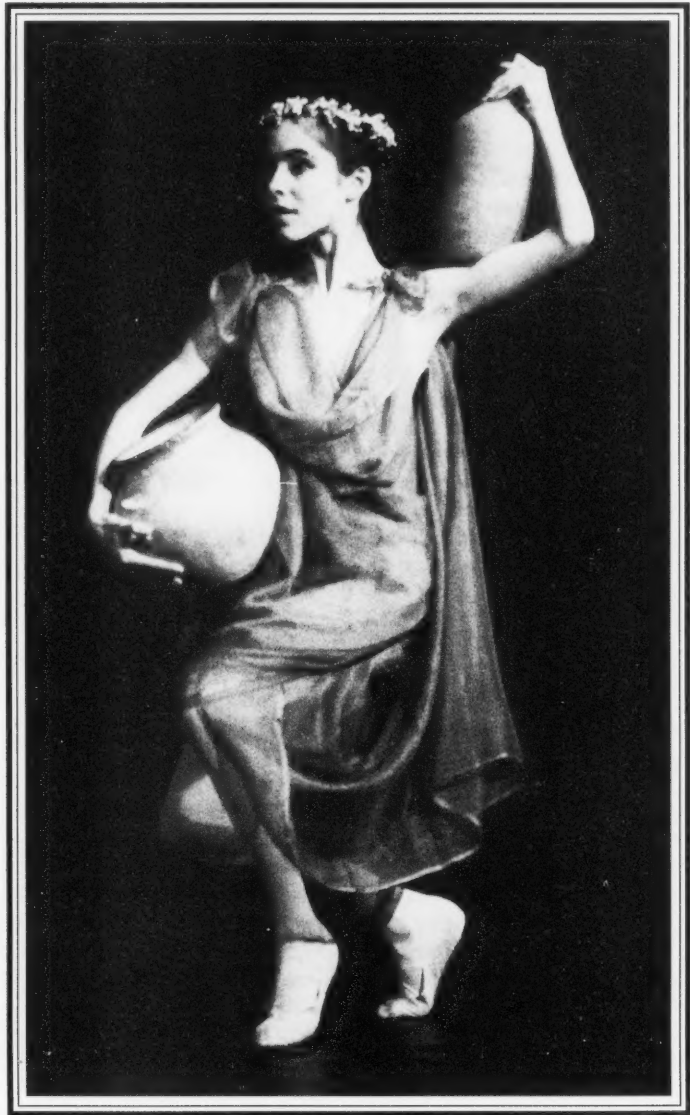
By Heidi Strellick

I am the daughter of a Foreign Service officer who's had an unusual experience—performing as a dancer around the world. It hasn't been easy, but if you're determined and your parents are willing to make sacrifices, it can be done. Here's how it worked out for me.

As far back as I can remember, I wanted to be a ballerina. It's only recently that I've realized the efforts my parents made to locate assignments where I could pursue my dream. It was especially difficult for my father to juggle his career aspirations with mine. My mother had to adjust her aspirations, too.

When I was only three, she took me to a ballet school in Cairo. The teacher informed my mother that I did not have the coordination to start classes. She must have seen something more in my tearful eyes, because she said: "Bring her back in three months, and we'll see." I went back, and it's been uphill ever since.

My hopes were almost dashed when we were transferred to Madras. My mother enrolled me in ballet courses sponsored by the Russian Culture Center. All was going well until the Russian invasion of Afghanistan, when the consul general ordered my parents to remove me from school. So my mother convinced some students at the center to quit and join her "ballet school." Using the talents of



Heidi Strellick portrays a young Greek girl.

The author is the daughter of Arthur Strellick, a general services officer in Athens.

two teenage students, we formed a dance company. We put on a song-and-dance show at the USIS auditorium, which was a sold-out performance.

At our next assignment, in Malta, I was able to receive professional training in classical ballet. I completed the Royal Academy of Dance's four-year course in three

“It's only recently that I've realized the efforts my parents made to locate assignments where I could pursue my dream.”

years and danced my first role on a children's television program.

Our next tour, in Washington, was even more exciting. I enrolled at the Washington School of Ballet and performed in "The Nutcracker." I also took part in a talent show at the Kennedy Center, where I won a prize, and modeled in fashion shows.

I hated to leave America when my father was assigned to Sao Paulo in 1986. It was there that I decided to become a professional dancer, and with this in mind, we sought the assistance of the best teacher in the

city—Donna Marisa Magelhaes Nigro, a former prima ballerina. When I was 13, I took part in the Brazilian national dance competition, winning second and third prizes.

After Brazil, my father returned to Washington while my mother and I lived in Pittsburgh, where I went to the same high school my father had attended. For the first time in my life, everyone accepted me as a "local" and not as a foreigner. My cousins went to the same school, and many of the teachers remembered my father. After school, I attended Point Park College on a scholarship for dance and theater.

In 1990 we went to Bonn, where I was accepted at the Institut für Bühnentanz, a government-funded academy that prepares students to become professional dancers. Arrangements were made with the Bonn American High School to schedule my academic courses in the morning so I could attend the academy in the afternoon. This schedule was demanding, but I managed to graduate with honors in 1992. During our years in Bonn, I performed in school productions, danced a solo with Cologne's youth symphony, and performed the role of Laurie in "Oklahoma." During the summer I took part in dance workshops and seminars in Bonn, Ghent, Brussels, and Budapest.

Because of its strength in classical ballet and the opportunities it offered for more experience performing at the professional level, I decided to enroll at the University of Frankfurt in 1992. Soon after I began classes, I performed "Die Fledermaus" at the Frankfurt Opera

House. Besides rehearsing and performing, I had to work on my diploma. In 1993 I passed my examinations and received a certificate signifying that I was qualified to go on to the next level. After that, I had the pleasure of dancing with the Young Ballet Company of Hessen on stages in Bensheim, Bad Soden, Marburg, and Frankfurt.

I spent the summer of 1993 with my parents in Paramaribo, where they were then assigned. There I got to meet Charlotte Sprangers, a dancer who worked for the Dutch National Ballet and the Scapino Ballet of Holland. But for the first time, we ran into a situation where there were absolutely no opportunities for me to continue my career.

That September I returned to Frankfurt to begin my final year of studies. I appeared in "La Sylphide" and worked with Dieter Heitkamp on an improvisational piece called "Lost in the Dream of Flying." By December I was again dancing on stage, this time in the first act of "Giselle."

In 1994 I received my diploma in dance and accepted a position as an apprentice with the State Theater of Ulm in Bavaria. Since then, I've appeared in "Weiner Blut," "Am Anderen Ufer," "Vierjahres Zeiten," "The Bartered Bride," and "Otello." Currently, I'm dancing in "West Side Story." This summer we'll be traveling to five cities in China, in a German-Chinese culture exchange. I think that when I get to China, I can really say that I've danced around the world.

My year on K Street

By Christopher Sandrolini

Everything is ceaseless change.
Sun Tzu

You can't step into the
same river twice.
Heraclitus

When you come to a fork
in the road, take it.
Yogi Berra



Recently the cult favorite comic strip "Zippy" paused to reflect on the "falling beam" motif in literature—the idea that the direction of one's perfectly routine life can be shifted in a moment by some unexpected but potent event (such as a near-miss by a falling beam). It could happen to you. It happened to me, and I'm glad it did.

As a mid-level political officer, I felt well-prepared for my assignment to a political slot in Prague in the summer of 1991. That was before my assignment mutated. I ended up leaving Washington that fall to take up a job as an economic and commercial officer in Bratislava—new date, new job, new country. What's more, my only prior experience with the private sector was a summer job as a gandydancer (track laborer) with the Chicago & Northwestern Railroad. My first few months in Bratislava left me feeling like a dead duck, but eventually I was grateful for the unexpected introduction to commercial work. In the end, I so enjoyed working with American companies that I found a way to work for one directly—without leaving the Foreign Service. I'd like to encourage other Foreign Service officers to consider

doing what I did—namely, an assignment to the private sector through the Department's Executive Exchange Program, run by the Washington-based Executive Council on Diplomacy.

The program, now 11 years old, is designed to strengthen the relationship between the Department and U.S. business by assigning several Foreign Service officers (of any cone) each year to American companies for duties defined by mutual agreement. Through contacts developed in Bratislava and Vienna, I ended up at the government relations office of telecom giant U.S. West, one of the "baby bells" and a leading industry player overseas. I began work last September in Washington, under the guidance of Lew Cramer, a former director general of the Foreign Commercial Service, and now vice president for government relations. In the months that followed, I gradually realized how little I'd known about business practices when I arrived in Slovakia. I became familiar with the world of telecommunications, an exciting sector in these days of pathbreaking legislation and technological innovation. (And great potential—several billion of the world's people have never used a telephone.) It was also a thorough education just to live in a business environment.

U.S. West, based in Denver, is an advocate of "convergence" in communications—the idea that previously distinct categories of technology (cable TV, wireless and fiber-optic networks, and software) and industry (long-distance and local telephony, entertainment, data transfer) are rapidly coming together, breaking down old boundaries and forcing governments around the world to reshape their economies and regulatory legislation. The role of the

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Washington office is to work with Congress on legislation, with the Federal Communications Commission on regulatory matters, and with U.S. government agencies on international business and procurement.

My principal duty was to absorb Lew's knowledge and style, and represent U.S. West on his behalf when he was engaged in nine things at once. In this role I represented the company in a number of organizations, such as the U.S. Council for International Business, the India Interest Group, the Asia Society, and

the Center for Strategic and International Studies. I took on several long-term assignments, such as working with non-governmental organizations to explore telecom development in connection with the World Bank's Aral Sea water resources program, and attempting to organize an international insurance conference for Russian executives. But these ventures came to nought when the company shifted most of its attention to domestic operations after the watershed February telecom legislation and the \$11 billion acquisition of Continental Cable, announced that same month.

My new colleagues and I often attended receptions for the purpose of making new contacts with foreign telecom officials or U.S. industry counterparts. I had the good fortune to attend events with President Clinton, Vice President Gore, Senator Dole, Speaker Gingrich, and other prominent figures. I met more American ambassadors in this assignment than in my entire Foreign Service career.

I'd like to pass on some lessons learned from my year in the private sector:

- **Networking.** My boss, I came to believe, knew everyone in Washington, and could call on just the right person at the right time, in any number of organizations. More than once I saw how valuable this could be to the company, and it was the fruit of long cultivation of countless contacts. Diplomats are supposed to do this, too, but among us a certain bureaucratic reserve sometimes intervenes. In business, every contact is a potential customer or partner. This was brought home to me vividly

when I was asked on short notice to represent the company at a U.S. Trade and Development Agency-sponsored telecom conference in Turkey—a country in which U.S. West had no immediate interest—because the agency had asked us to be there, and the agency was considered a source of good contacts.

- **Flexibility.** On another occasion, I guest-taught a class at Georgetown University filling in for my boss, who was in turn filling in for a friend. Later, I was invited to substitute at an international business conference in Norfolk. I learned that such last-minute substitutions are fairly common at the many conferences and seminars around town, and that speakers who can make themselves available on short notice are in great demand. This sort of flexibility is repaid with gratitude down the road.

- **Beefing up business.** There's a story that former Secretary of State George Shultz used to challenge newly appointed ambassadors to "find their country" on his office globe. The few who passed the test pointed to the United States. This story plays on the popular view of State's weak affiliation to domestic constituencies. Although the Department's recent emphasis on business support is appreciated by U.S. companies, State is still perceived as not viewing business representatives as priority clients. Our hierarchical organization discourages responsiveness to those outside the chain of command and our devotion to established procedures impairs creativity.

- **Greasing the wheels.** A point that raised itself every day is that by comparison to the private sector—or the defense and intelligence agencies—State is simply underfunded. This, in my opinion, goes beyond questions of comfort and impairs our efficiency.

(Think of the ancient computers, lack of travel money, inadequate ratio of staff to work, and the virtual absence of representational funds below the topmost levels.) I learned to "surf" the Internet at U.S. West to produce considerable useful telecom information, an unthinkable situation at State today.

The constraints State faces would cause a competitive company's performance to suffer and its stock to fall; eventually the situation would be resolved, for good or ill, through the tender mercies of the market. The merits of re-invention aside, State has not succeeded in convincing Congress that diplomacy is important enough to be fully funded. Thus the National Reconnaissance Office can misplace more money (\$4 billion) than our entire annual budget and yet this year's intelligence budget was just increased, while State's was not. Many voices more expert than mine, notably Afsa's, have long been in concert on this point. I can only say that from my K Street perspective, I found equal parts sympathy and incredulity; no one advocated the current state of stringency.

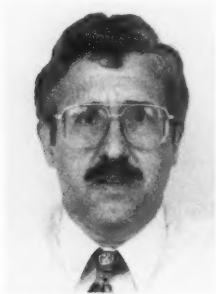
Based on what I've learned from my year in the private sector, I'd urge my colleagues to give serious consideration to similar details. I was warned that such details don't help promotion chances because you're out of sight for a year. But the advantages are tremendous. I'll leave U.S. West with regret, but also with eyes opened to a world I hadn't known before—with a willingness to take risks; contacts in several industries; a better understanding of business interests in many countries; and a new perspective on the role of diplomacy.

Honors & Awards

Carl Giampietro wins information management honors

Jennings, Bubniak, also hailed

Carl Giampietro of Embassy Hanoi is the latest winner of the Thomas Morrison Information Management Officer Award. He



Carl Giampietro

will receive \$5,000 and a plaque signed by the Secretary. The runners-up were Robert Jennings, Sarajevo, and Robert Bubniak, Office of Information Management. They will receive Meritorious Honor Awards.

Mr. Giampietro was cited for establishing communications at the new mission in Hanoi. He was nominated by Ambassador L. Desaix Anderson, who said: "When Carl arrived, the post's sole communications assets consisted of four laptop PCs, two printers, and two telephone lines. Within the first month, Carl had connected all the PCs and printers into a local area network, and he was able to institute a twice-daily dial-up e-mail operation linking Hanoi with Washington and posts worldwide. In addition, he set up an improved system to account for fax messages and phone calls, established a weekly pouch schedule, and hired a mail clerk.

"Carl Giampietro set the right tone with Vietnamese customs, airport, airlines, and security officials. Working with a Vietnamese assistant, Carl made numerous visits to the airport and built a sense of trust with the authorities, ensuring that the office received all shipments.

"Carl's role in the Secretary's first visit to the embassy was crucial. IM support was rated outstanding, with



Robert Jennings

"The embassy has gone from four stand-alones to a large area network."

telephone lines at four locations, cellular phones for critical staff, and nearly constant pouch and other shipments, both before and following the visit.

"Despite the challenges of working in a nine-story building without a functioning elevator, Carl hasn't let this, or power outages, lack of an emergency generator, or a hundred other difficulties hinder his performance. The embassy has gone from four stand-alones to a large area network of over 36 PCs, 10 laser printers, a color printer, two CD drives, and a scanner."

Mr. Jennings was nominated by Ambassador John Menzies for maintaining communications in war-torn Bosnia. Mr. Menzies said: "Hand-held radios provide an

essential communications link to embassy personnel. At the height of the seige, the repeater had to be relocated. But no Bosnian would take the risk of removing it to resettle in on a new rooftop, which, by definition, was a target. Usually in the darkness of night, Rob scouted for the perfect location, but moving the repeater had to be done in daylight—to a hospital rooftop near a Bosnian military installation that drew regular fire on one of the highest spots in the city.

"At the height of the seige, the repeater had to be relocated."

"In order to set up a functioning telecommunications link, Rob used every wayward piece of wire and whatever else he could get his hands on around town. He fashioned an antiquated barbecue pit

and a 50-gallon drum into a receiver and transmitter that withstood the impact of a mortar round.

"Cable traffic came in on a temperamental system: Many times I saw him rewiring something here, tweaking something else there, and then using a symphony of keyboard commands to get cables in and out while power was available.

"On that awful Saturday that took the lives of Bob Frasure, Joe Kruzal, and Nelson Drew, it was Rob who—just as stunned as the rest of us—took on the job of organizing the coffins and getting the remains down from Mount Igman and safely back home.

"It is a tribute to Rob that Embassy Sarajevo stayed in touch with Washington (despite) telephone lines that were patchy and electricity that fluctuates wildly, against a background of war."

Mr. Bubniak was hailed by Information Management's Robert



Robert Bubniak

Surprise for innovating telecommunications in the Department. Mr. Surprise said: "He has built what may be the strongest division within IM. He is a visionary who has established a superb telecommunications contract that is the envy of

many within the federal milieu; it provides for a plethora of equipment, systems, and other support. His Digital Systems Division was ranked number two out of all

“His division was ranked number two out of all government agencies and Fortune 500 companies.”

government agencies and Fortune 500 companies by the Global Definity Users Group.

"Bob plans and operates a voice/data 'telephone company' that has global responsibilities. His division provides specific information on every domestic long-distance call originating on the private branch exchange network. During a typical month, 2,176,995 calls are made from 25,000 lines. His division not only tracks these charges but has been given the responsibility for

maintaining 1,000 accounts at 70 missions. His management practices have created savings on long-distance calls, and his division's performance has been recognized for its extremely strong internal controls.

"His 'people skills' have (also) been recognized in the Department, as well as the public sector. This year he presided over several professional organizations, including MCI's global advisory committee, and he has developed relationships (which) he has used for the good of the Department. For example, he arranged for Venton Cerf, the 'father of the Internet,' to speak to executives at State.

"Bob essentially 'runs his own company.' This demands consummate planning, as well as scrupulous monitoring. His disciplined manner in clearly laying out digital systems strategies has maximized the Department's investment." Mr. Bubniak was the recipient of two other awards for his telecommunications efforts from GSA and the Interagency Committee on Information Resources Management.



FREETOWN, Sierra Leone—Chaufeur Boima Sesay receives safe-driving award, upon retiring after 20 years of service at the embassy, from Ambassador John Hirsch.

Honors & Awards



*VIENNA, Austria—At Amerika Haus Bosnian Federation anniversary, from left: conductor **Charles Ansbacher**, public affairs officer **Helena Kane Finn**, Ambassador **Swanee Hunt**, acting Bosnian president **Ejub Ganic**, and national library director, Bosnia-Herzegovina, **Enes Kujundzic**.*



*NIAMEY, Niger—Ambassador **John Davison** presents the Guard of the Month Award to **Hassane Diallo**.*



ANTANANARIVO, Madagascar—
Rakotondramora Albert, left, retires after
35 years of service. He is joined by his
wife, **Georgette**, center, and Ambassador
Vicki Huddleston.

SKOPJE, Macedonia—Members of the mission honored at the first awards ceremony at the liaison office, from left:
political assistant **Mitko Burcevski**, chief of mission **Victor Comras**, translator and protocol assistant **Mimoza
Naumova**, and shipping and supply assistant **Nikola Rakidzief**.



A Trek Up Blue Mountain

By Robert L. Batchelder

A full moon burned through the shifting clouds, which looked like sprinting ghosts in the thin mountain air. The eucalyptus trees surrounding Whitfield Hall gave the impression of standing in an Australian meadow, or on the temperate slopes of Halekala crater on Maui. In fact, the scene resembled many places I'd seen, except Jamaica, where we now stood at the base of the island's highest mountain. At 7,402 feet, the Blue Mountain peak was barely higher than the Colorado town where I grew up. But this giant began in the deep valleys of rural St. Thomas, where the Caribbean waves pounded the coast and coconut palms swayed in the muggy tradewinds.

Jamaica's Blue Mountain region, located just northeast of Kingston, is known for producing some of the world's most expensive gourmet coffee. The majority of it is bought directly by the Japanese, who pay upwards of \$60 a pound for the stuff in retail shops. The scarcity of Blue Mountain coffee on American shelves keeps the price around \$40 per pound, making it a novelty of the caffeine-addicted rich and famous.

We left Kingston by Jeep at midnight and drove up the battered dirt trail from Mavis Bank to Whitfield Hall. Many hikers stayed overnight at the mountain hostel, leaving for the peak around 2:00

a.m. in order to view the sunrise from the top. Jim, John, and I chose to skip the slumber, and began our trek shortly after parking the Jeep and breathing the cool mountain air. The three of us were well suited for the adventure.

John Hagi and I worked together at the embassy in Kingston and had made several trips together, exploring various regions of the island. Jim Patnode was the husband of another American consular officer, Lynne Skeirik. Jim, Lynne, and I had explored the valleys of the Blue

“Whether it was an emotional high or a chemical one fed by the endorphins flowing through my blood, I felt as if I was walking on air.”

Mountain area by Jeep once before, on Thanksgiving Day 1994. Jim was a robust, bearded man of around 35. He had a childlike curiosity about the world and was always eager for an adventure. All of us were in good physical shape and, if anything, perhaps a bit overconfident in our abilities.

The first hour of the climb took us through broad, grassy meadows illuminated by the almost surreal-looking moon. It would not have been difficult to read a book in the moonlight that surrounded us,

making it possible to see most of the valleys and peaks that encircled us as we climbed. About an hour up from Whitfield Hall lies a small hut and picnic area called Portland Gap. We took our first rest stop here and let several other climbers pass us on the trail. John and I pulled on sweatshirts to compensate for the colder air. Though I had only slept a few hours before leaving Kingston, I still felt relatively fresh and filled with adrenaline. After 10 minutes we continued up the trail, which was now growing steeper and narrower. A dew had settled on everything around us, and made the rocky trail slippery under our feet.

For the next two hours, we continued to trudge up the rocky trail. The monotony of the gray, moonwashed path, combined with our lack of sleep, began to hypnotize me until I was overwhelmingly tired. At this elevation, we were surrounded by a lush canopy of trees that obscured our view of the mountain. The result was a kind of weary depression, which came partly from exhaustion and partly from not knowing how far we were from our goal. Friends who had climbed the peak before gave varying accounts of the length of our hike. As near as I could figure, we could expect a four-hour ascent from Whitfield Hall.

Three hours into the hike, the trail wound into a clearing that gave us a view up the mountain. Though it was not clear how distant the peak actually was, it appeared that we were within 30 minutes of reaching

The author was a first-tour officer in Kingston until recently. He is now assigned to the embassy in Namibia.

SEP. 16 1996

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the top. We still had nearly an hour left until daybreak. Overcome with exhaustion and shivering from the cold, we decided to rest for a half-hour and replenish our bodies with water and Oreo cookies. I curled up as tightly as possible in my baggy sweatshirt, but the piercing wind ate straight through my clothing and caused me to shake uncontrollably. I somehow managed to nap for 15 minutes before Jim and John woke me to say it was time to continue our ascent. Around this time, I noticed that sharp pains were developing in my left knee. This sensation was not unfamiliar, as I occasionally developed similar pains after playing long tennis matches. An hour from the top of the mountain peak, however, did not seem like an opportune time to be plagued by this condition again.

I am always amazed at the ability of the human body to function on what can only be characterized as autopilot after most conscious mental functions have completely shut down. For the final hour of the ascent I was virtually sleepwalking, or at least hiking in a delirious state, in which the real and surreal—conscious and subconscious—blended into a single, blurred continuum. As the surroundings began to light up with the breaking of dawn, I began to feel more alert and aware of features belonging to the material environment outside the fog in my head. I also became aware that we were, in fact, walking in a dense fog.

Upon reaching the summit around 7:00 a.m., we found ourselves in the thick of a heavy cloud mass that showed no signs of burning off with the sunrise. To our disappointment, we had no spectacular vista, no fiery orange sunrise, no clear view of the surrounding mountains, or of Cuba to the north. Instead, we were trapped in a swirling, damp fog that allowed us to see no more than 50 feet around us.

The peak of the Blue Mountain is not barren of trees and lush vegetation, as are the mountain tops in the Rocky Mountain range in Colorado. Instead, the summit is adorned with large berry bushes, ferns, and other rainforest flora. There are only two man-made structures atop the peak: a crude concrete and stone shelter built by British troops during the colonial rule and a pyramid-shaped iron structure known as the "Trig Station," which signifies the highest point in the Caribbean. Jim, John, and I stood around this structure for nearly an hour waiting for glimpses of the sun through the thick cloud cover.

When the sun finally did break through the clouds, it was unbelievably beautiful. The sun itself appeared as a glowing disc through the fog. Around it, brilliant fiery explosions of every shade in the spectrum shot out as clouds swirled in front of the disc. With each explosion, the three of us cheered and begged the clouds to dissipate and allow the sun to break completely through. We continued to admire the spectacular display of nature's fireworks while hoping in vain for a wider view of our surroundings. A short time later, we

began our descent from the peak, walking back through forests, fields, and slopes that bore no resemblance to their moonlit alter egos. About 20 minutes down from the summit, we began to see breaks in the cloud cover. For the first time, we had brilliant, unobstructed views of the St. Thomas coast to the south. Below us were the coffee fields, river valleys, verdant mountain ridges, and tiny country villages, all basking serenely in the morning sunshine.

Our descent from the mountain took just over two hours. Along the way, we stopped to watch several doctor birds—a species of hummingbird indigenous to Jamaica—hover through the trees, making their distinctive whirring sound as they flew. By the time we reached the grassy fields above Whitfield Hall, the temperature had risen well into the eighties and both of my knees were besieged with sharp pains. Despite the physical pain and mental anguish of the climb, I felt lifted by the satisfaction of having climbed the highest mountain in Jamaica. Whether it was an emotional high, or a chemical one fed by the endorphins flowing through my blood, I felt as if I was walking on air.

We reached Kingston around noon after buying fruit at Whitfield Hall and driving back to town at a leisurely pace. Jim dropped me off at my townhouse without much ceremony, and I proceeded upstairs where I crashed into bed for a four-hour nap.

Post of the Month

Addis Ababa

This embassy is in the capital of Ethiopia, located on the horn of Africa. The country, about the combined size of Texas, Oklahoma, and New Mexico, is bordered by Kenya, Sudan, Somalia, Djibouti, and Eritrea. Terrain consists of high plateau, mountains, and dry lowland plains. Climate varies by altitude; the average daily temperature in Addis Ababa is 62.9 degrees.

Ethiopia's population of about 55 million is estimated to be growing by 2.9% annually. Per capita income is about \$120, one of the world's lowest. The major ethnic groups are Oromo, Amhara, Tigre, and Sidamo; the official language is Amharic.

In 1994 Ethiopia adopted a democratic constitution and, following parliamentary elections last year, installed a federal government. The economy is rooted in subsistence agriculture. The United States remains one of Ethiopia's largest donors of aid. Foreign Service people there are featured as part of *State's* continuing series.



Maria Niccoli, secretary to the deputy chief of mission, above a crater lake in Ambo.



Somali girls in Dira Dawa.

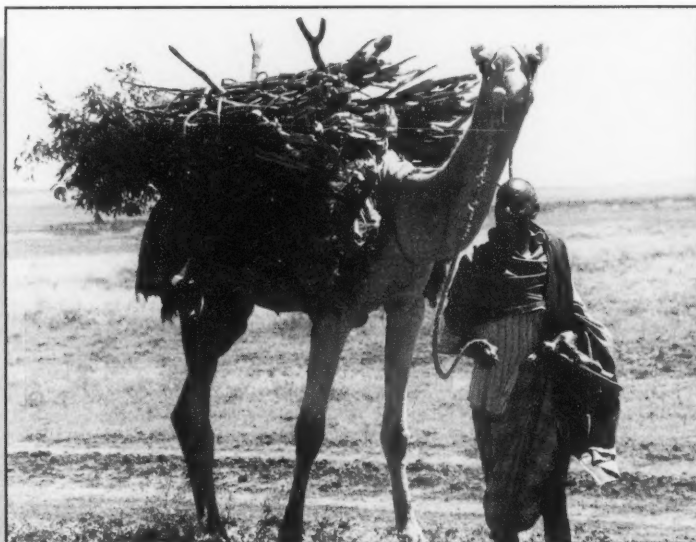


Dyonne Rowe, daughter of administrative officer Paul Rowe, second from left, with friends at a picnic hosted by the Marine security guards.



Political officer John Bass—broken down again.

Post of the Month: Addis Ababa



A man and his camel in the Ogaden desert.



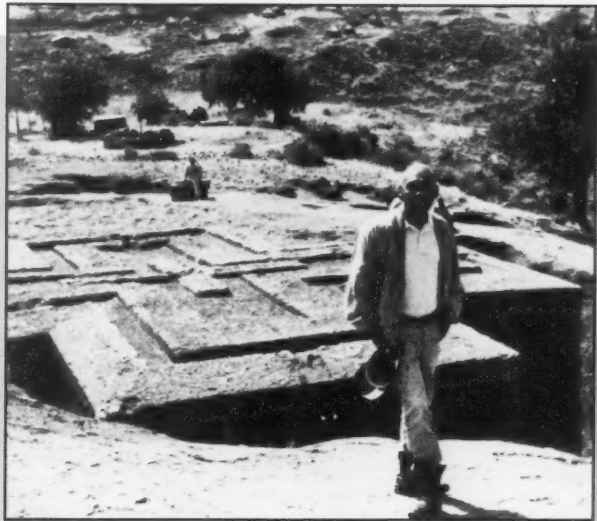
*Political and economic officer **Tom Niblock** with local children beside a tank outside Dessie.*



An Ethiopian orthodox priest.



Rock churches in the historic city of Lalibela.

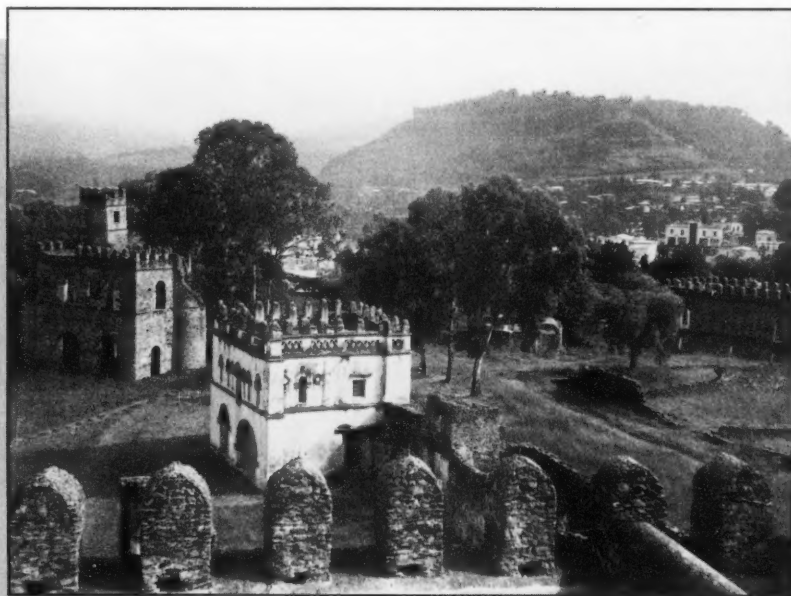


Ambassador Irvin Hicks at Lalibela.

Post of the Month: Addis Ababa



Secretary **Maria Niccoli** at a canyon in *Debre Lebanos*.



The castles of King *Fasilades* in *Gondar*.



A family outside their hut in Bar Hadir.



A vendor of chat, a narcotic smoked in the region.

Post of the Month: Addis Ababa



USIA's Mark Wenig, center, with guides on a camping trip to Semien Mountain National Park.



Secretary Emily Keas at a waterfall on the Awash River.



Somali girl in Dira Dawa.



*Economic officer **Eric Whitaker**
beside a statue of Karl Marx.*



Ambassador Gene Scassa, a diplomat in residence at St. Mary's University in San Antonio, discusses the role of an ambassador with students there. (Photo by Craig Stafford for Gold & Blue)

CARRYING THE MESSAGE: DIPLOMATS-IN-RESIDENCE

By Paul Ashby

The author, a special assistant to the under secretary for management, served as chief of the Recruitment Division's outreach branch until recently.

"The state department of what? Which state?" For over 30 years, diplomats-in-residence have answered similar questions from students across the country. Each year, the Department places senior Foreign Service officers at colleges and universities to increase awareness of foreign policy issues and career opportunities among groups traditionally under represented at State. The program is one pillar of the Department's public diplomacy effort and contributes to the Secretary's concept of an "America desk."

Diplomats-in-residence are placed at universities on the basis of an institution's academic standards, foreign affairs programs, diverse student enrollment, and geographic distribution. One objective is to use the institution as a base for outreach initiatives targeting other colleges and professional groups. For example, Ambassador Ints Silins (University of Chicago, 1995-96) developed an active outreach program at ten colleges in three states in the Midwest.

Diplomats-in-residence typically participate in professional conferences and contribute to foreign affairs discussions sponsored by World Affairs Councils and local business and community service groups.

During their year-long assignments, diplomats-in-residence often teach courses in their areas of expertise. Peter Whitney's (Duke University, 1995-96) course on the economics of modern Latin America received the highest rankings from students of all economics courses at the school. Other officers taught courses on transnational foreign policy issues, U.S. counter-narcotics efforts, and U.S. diplomatic history. David Dlouhy (Thunderbird, 1995-96) is writing a textbook with an academic colleague.

Officers often report that they can directly influence foreign affairs programs on college campuses. Ambassador Gene Scassa (St. Mary's University, 1994-96) used his position with the San Antonio World Affairs Council to bring senior administration colleagues to the region as guest speakers, including broadcasts on Texas Public Radio. Ron Flack (New York University, 1995-96) participated in the development of a new master's program in international affairs.

Ambassador Hume Horan (Howard University, 1995-96) aided the university's new Ralph Bunche International Affairs Center by enlisting UN Secretary General Boutros Boutros Ghali as a keynote speaker at the center's inauguration. Such behind-the-scenes efforts create a legacy

of goodwill for the Department.

Administrators nationwide have expressed their appreciation for the program. Larry Berman, chairman of the Political Science Department at the University of California at Davis, said of his appointment of Ambassador Genta Hawkins Holmes (1995-96): "I cannot recall a decision which has brought me more favorable comments. The students have been empowered by her class and our faculty enriched."

Another example of the high profile enjoyed by diplomats-in-residence was the selection of Ambassador Scassa to serve as this year's commencement speaker at St. Mary's University. In this same vein, Ambassador Joe Hulings' (University of Texas at Austin, 1995-96) initiative to serve as moderator of dissertations in the school's international relations honors program had a direct effect on student interest in Foreign Service careers.

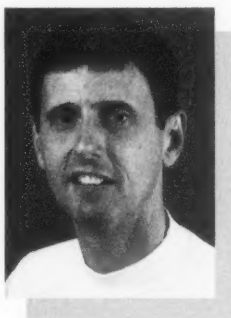
While not readily quantifiable, the program is an integral part of the Department's effort to carry our message to our domestic constituency. Officers in the program have had the opportunity to influence thousands of students and community leaders throughout the United States.

On the Trail of Passport Fraud

By Scott Tripp

In February, DS was asked to verify the validity of a U.S. passport issued to an individual known as Kani Xulam. With the assistance of special agent Al Mason of the Washington Field Office, I received a copy of the original application. Both Al and I thought there was something unusual about this application. Kani Xulam had legally changed his name from Sereno Citron in 1993—and our curiosity was piqued further when we learned from an earlier passport application that Sereno Citron had changed his name again to Steven Barry Citron in 1988.

I asked special agent Jim Heim of the passport fraud branch to help me verify the social security number Kani Xulam wrote on his application. I knew from past experience that the number was probably issued in 1986, which was unusual since Xulam claimed to have been born in 1961. Social security numbers are such an integral part of our society that it's pretty difficult to wait until you are 25 to obtain one. You need one to open a bank account for instance, to apply to a college, or for a student loan. Jim verified that the number was valid and issued in 1986. Just as importantly, it would turn out later, Jim was able to give me the names of Steven Barry Citron's parents. The Selective Service System also confirmed that Citron had regis-



tered for the draft at age 25, a fact they also considered unusual.

Because the passport applications were processed in Los Angeles, and prosecution would take place there, I called Chuck Diamond, the assistant special agent in charge of the Los Angeles Field Office. Chuck assigned special agent Mike French to the case. Mike established that Steven Barry Citron was born in California but there was no record of death there for him, his mother, father, or sister. Neither Mike nor I could locate Steven Barry Citron through public records or law enforcement databases.

I asked Jim Heim to query the Social Security Administration again. He discovered that there was a death record for the father, but none for any family members, and no survivor's benefits were paid by Social Security to the wife or children. That meant that either the mother had remarried quickly and she and the children had adopted a new name, or the whole family had died suddenly.

In either case, we had problems. We knew we had little chance of locating the new family if it existed; death records in the U.S. are not maintained in a central system but by states and sometimes even by the

localities. We had no idea where to start looking.

We began by contacting people who might be related to the maternal grandmother. Mike then hit upon the idea of trying to find the grandparents themselves. We knew from the death record of Citron's father that his social security number was issued in Pennsylvania, so we figured he might have been born there. I called the Pennsylvania vital statistics office to ask for their help.

At close of business on a Friday, less than five hours after our request, they called me back with the names of the grandparents and where they were living when the parents were born. But they told us the addresses were over 50 years old and probably not all that useful. Fortunately, they were wrong.

At the same time, the Turkish government informed us that they believed that Kani Xulam was the head of the American Kurdish Information Network part of the Kurdish Worker's Party. The PKK is listed by the Department as a terrorist organization.

I called directory assistance in Philadelphia and asked for any listings that matched the grandparents. I found one that matched the maternal grandmother. The lady who answered said she was the grandmother of Steven Barry Citron and told me the whole family had died in a car accident in Louisiana in 1963. She recalled the date of the accident but didn't know where Louisiana keeps its death records.

I asked the Library of Congress for their help. Within an hour they had located not one but two 1963

The author is a supervisory special agent in the Bureau of Diplomatic Security.

newspaper articles about the traffic accident. The family had died in a collision with a truck on a rainy highway. The articles gave us the parish the accident had occurred in, and Chuck Diamond was able to obtain death certificates from a contact in Louisiana.

“*(We) drove to Philadelphia during a snowstorm to interview the grandmother. Neither of us was looking forward to making her remember a tragic day.*”

We had one last thing to do to make the case ironclad. Special agent Frank Cairo of Protective Intelligence Investigations and I drove to Philadelphia during a snowstorm to interview the grandmother. Neither of us was looking forward to making her remember a tragic day, and we were more uncomfortable when we learned that she had spent the previous three days in the hospital. But she was great giving us a sworn statement, photo identification, and even joking with us about the weather. Steven Citron would have been proud of her.

With Mike French on leave, special agent Ted Carpenter took over the case at the Los Angeles Field Office. He quickly obtained an arrest warrant for passport fraud, and we began surveillance of Xulam prior to making the arrest. To ensure our

safety when we made the arrest, and also to aid in obtaining search warrants, we needed a good idea of what Xulam's office looked like. We sent special agent Bev Tripp in to talk to him on a pretext. Bev, who was seven months pregnant, got the entire layout of the office (and a lot of reading material) without raising any suspicions.

On April 12, special agents Karl Gutierrez, Jim Heim, Claude Nebel, and I arrested Xulam at work. At the same time special agents Frank Cairo, George Slike, Mike Hudspeth, and Tony Shoemaker served search warrants authorized by U.S. Magistrate Judge Deborah Robinson on his apartment and office. All went without incident.

Kani Xulam was later indicted in the Central District of California on passport fraud. If convicted, he faces up to 10 years in jail.

(Appointments continued from page 13)

M.A. from Johns Hopkins University in 1964. He served in the Air Force from 1964-66. He speaks Arabic and French. Mr. Cecil has published articles in *The Middle East Journal*, *Our Sunday Visitor*, and *Aramco World*. He holds the Superior Honor Award. He is married to Jean Marie Cecil and has a daughter and two sons.

Papua New Guinea, Solomon Islands, Vanuatu

Arma Jane Karaer has been deputy chief of mission in Finland since 1993. Prior to this, she was chief of the Coordination Division in the Bureau of Intelligence and

Research from 1991-93.

Ms. Karaer joined the Foreign Service in 1967 and was assigned to Istanbul as a consular officer. In 1969 she returned to Washington, where she served in the consular bureau for two years, followed by a posting to Melbourne in 1972. After economic training, Ms. Karaer became commercial officer in Kinshasa in 1976. Four years later she was named commercial attache in Ankara. She served as desk officer for Turkey, 1984-86. In the latter year, she became deputy principal officer in Karachi. In 1988 she became deputy chief of mission in Mbabane.

Ms. Karaer was born in St. Paul, Minn., on April 17, 1941. She earned a B.A. from the University of Minnesota in 1962. She also at-



tended Osmania University in Hyderabad, India, on scholarship. Her foreign languages are Turkish and French. Her awards include two Superior and two Meritorious Honor Awards. She is married to Yasar Mehmet Karaer and has two daughters.

Appointments

Swaziland

Alan R. McKee has been consul general and principal officer in Johannesburg since 1993. Before



that, he served as director of the Office of West African Affairs, 1991-93.

Mr. McKee began his Foreign Service career in 1969. A year later he became political and economic officer in Kaduna. He then served as political officer in Lagos, 1971-72. In the latter year, he became desk officer for Nigeria. In 1974 he became a staff officer in the Office of the Secretariat.

From 1975-78, he was assigned to Dakar as chief of the political-economic section. Next, he served as political officer for four years in Ottawa, after which he spent a year as a congressional fellow under the Pearson Program. After serving two years as desk officer for Norway and Denmark, he was assigned to The Hague as a political counselor in 1985. He served as deputy director of the Office of Southern

African Affairs, 1989-91.

Mr. McKee was born in Des Moines, Ia., on May 23, 1943. He received a B.A. from Dartmouth College in 1964 and an M.A. and M.A.L.D. from the Fletcher School of Law and Diplomacy in 1968 and 1969, respectively. He speaks French and Dutch. Mr. McKee served in the Army from 1964-67, receiving the Bronze Star. He also holds three Superior and two Meritorious Honor Awards. He is married to Martha McKee and has a daughter and a son.

Venezuela

John Francis Maisto has been ambassador to Nicaragua since 1993. He served as deputy assistant secretary for Central American



affairs, 1992-93.

Mr. Maisto began his career with USIA in 1963, where he was assigned to the binational center in Cordoba, Argentina. After serving as director of another center, in Bolivia, he joined the Foreign Service in 1968. The following year

he became international relations officer in La Paz, followed by an assignment in the Operations Center, 1971-72.

In the latter year, he became a special assistant to the counselor of the Department. Next, he was desk officer for Colombia, 1973-75. He then held two assignments as political officer—in San Jose, 1975-78, and Manila, 1978-82. In 1982 he became deputy director for the Philippines and then director of the same office for another two years. He went to Panama as deputy chief of mission in 1986. He served as deputy U.S. representative to the Organization of American States, 1989-92.

Mr. Maisto was born in Braddock, Pa., on August 28, 1938. He received a B.S. from Georgetown University's School of Foreign Service in 1961 and an M.A. from the University of San Carlos, Guatemala, in 1962. He speaks Italian and Spanish.

He is the author of numerous publications, including "Message on International Human Rights Day," which was published in several Nicaraguan newspapers last year, and a chapter in *Rebuilding a Nation—Philippines Challenges and American Policy*, 1987. His honors include Superior and Meritorious Honor Awards and Nicaragua's Pedro Joaquin Chamorro Award. He is married to Maria Maisto and has two daughters and a son.

Vietnam

Pete Peterson has been a member of the House of Representatives from Florida since 1991. He has served as vice chairman of the House Democratic Steering Committee and as a member of the House Small Business and National Security Committees.

Mr. Peterson served in the Air Force from 1954-81. During his military career, he held worldwide assignments as a pilot, pilot instructor, resource manager, and unit and base commander. After a final assignment as commander of Seymour Air Force Base, he became corporate president of Peterson & Associates in 1981. Following this, he became general manager of Odom Tank Co. In 1985 he directed the specialized treatment program at Florida State University's School of Arts and Sciences.

Mr. Peterson was born in Omaha, Neb., on June 26, 1935. He received a B.A. from the University of Tampa and did graduate work at Central Michigan University. He has pub-

lished articles on health care, crime, welfare, immigration, and military issues. His honors include two Silver Stars, the Legion of Merit, three Bronze Stars, and two Purple Hearts. He has two children.

Zambia

Arlene Render has been director of the Office of Central African Affairs since 1993. Before that, she served as ambassador to The Gambia, 1990-93.

Ms. Render joined the Foreign Service in 1970, and was posted to Abidjan the following year. After an assignment in Tehran, she went to Genoa as consul in 1976. Three years later she returned to Washington as a political officer in the intelligence bureau. In 1979 she became an international relations officer in the Bureau of African Affairs. She served as deputy chief of mission in the Congo, 1981-84. In the latter year she was named consul general in King-

ston. She was deputy chief of mission in Accra, before attending the Senior Seminar, 1989-90.

Ms. Render was born in Cleveland, Ohio, on August 16, 1943. She received a B.S. from West Virginia



State College in 1965 and an M.P.H. from the University of Michigan's School of Public Health in 1967. She speaks French and Italian. She holds the Meritorious Honor Award and senior performance pay awards. She has a son.



VLADIVOSTOK, Russia—From left: acting consul general **Tim Smith**, protocol assistant **Lena Vasilevskaya**, general services assistant **Robert Shonov**, and administrative officer **Michael Scanlon**. Ms. Vasilevskaya and Mr. Shonov received cash awards for their work at the mission last year.

Civil Service Personnel

Promotions (July)

GG-12

Carnemark, Anne Marie G., Foreign Service Institute, School of Language Studies

GS-3

Pyles, Diana Marie, Seattle Passport Agency

GS-4

Alzona, Teresita A., Honolulu Passport Agency

Cordova, Nathaniel J., Los Angeles Passport Agency

Edgerson, Michael T., New Orleans Passport Agency

Merrick, Wanda N., New Orleans Passport Agency

GS-5

Camelio, Eileen, Boston Passport Agency
Davila, Jeannette, Stamford Passport Agency
Goodwin, Rosemarie, Philadelphia Passport Agency

Granberg, Dianne Kimberley, Seattle Passport Agency

Herman, Terri L., New York Passport Agency
Mullen, Robin A., Boston Passport Agency

Sasaki, Lily T., Honolulu Passport Agency
Wade, Tracy E., Los Angeles Passport Agency

GS-6

Arns, Barbara Jo, Seattle Passport Agency
Huling, Richard W., Seattle Passport Agency
Smith, Chades R., Seattle Passport Agency
Southern, Doris Allen, Equal Employment Opportunity

Thompson, Wanda Theresa, Consular Affairs

GS-7

Abrash, Lisa Joan, Houston Passport Agency
Barnwell, Dorarette M., Office of Information Management

Bryant, Kevin E., New Orleans Passport Agency

Cunningham, Dennis L., New Orleans Passport Agency

Farrior, Paula L., New Orleans Passport Agency

Hardy Jr., Albert, International Organization Affairs

Hughes, Joyce, Consular Affairs

Jones, Roshena R., Office of the Chief Financial Officer

McCullar, Alisa A., Bureau of Personnel

Osgood, Judy A., Consular Affairs

Palk, Cicily J., Office of the Chief Financial Officer

Peterson, Jack E., Seattle Passport Agency

Smith, Alice S.N., Bureau of Personnel

Tehas, Donna B., New Orleans Passport Agency

GS-8

Barbre, Sonia P., New Orleans Passport Agency

Cho, Chung Soon, Seattle Passport Agency

Douglas Jr., Melvin E., Office of Information Management

GS-9

Barrows, Mathias E., Houston Passport Agency

Coniglio, Lisa Ann, Language Services

Eatmon, Frederica Pia, Operations Center

Gabriel, Deborah J., European Affairs

Johnson, Carol R., Office of the Inspector General

Marshall, Mary E., Near Eastern Affairs

McLaren, Patricia A., Houston Passport Agency

Moody, Gregory Prentice, Near Eastern Affairs

Poo, Jack Thampramual, Consular Affairs

Sanders, Marjorie L., Bureau of Administration

Sudbrink, Thomas G., Office of the Secretary

Vasquez, Abigail A., Office of the Chief of Protocol

Walker, Derek, Consular Affairs

GS-11

Burciaga, Santiago M., InterAmerican Affairs

Doyle, Jason P., European Affairs

Gonzales, Joseph Louis, InterAmerican Affairs

Greenberg, Brenda L., Office of Information Management

Hayman French, Karen Ann, Office of Information Management

Haynes, Susan, Office of the Chief Financial Officer

Lee, James William, Foreign Service Institute

Maxwell, Lawanda D., Intelligence and Research

O'Rea, Eric V., Office of Information Management

Rooney, Erin E., Bureau of Personnel

Votaw, Claire-Louise, Office of Information Management

GS-12

Husain, Dilnaz, Office of the Chief Financial Officer

GS-13

Arndt, Rachel M., Office of the Chief Financial Officer

Blackwood, Ann S., International Organization Affairs

Hallett, Jennifer A., Office of Information Management

Holton, Audree B., Office of Information Management

Lande, James A., Legislative Affairs

Tuten, June Maria, Office of Information Management

Wilder, Timothy Edward, Economic and Business Affairs

GS-14

Donald, Terry T., Diplomatic Security

Hedges III, John S., Office of Information Management

Peppe, Margaret G., Office of Information Management

GS-15

Hobgood, Teresa D., International Organization Affairs

Oliver, Rozanne D., Office of the Secretary

Appointments

Astor, Richard A., Office of the Inspector General

Berman, J. Richard, Office of the Inspector General

Bruce, David C., Office of the Inspector General

Bryant, Flora B., Medical Services

Bulles, Dolores A., Office of the Inspector General

Butler, Dorothy L., Office of the Inspector General

Crowley, Cathleen, Office of the Inspector General

Culp, Michael A., Office of the Inspector General

Daughtry, Deborah, Office of the Inspector General

Davies, James, Office of the Inspector General

Devigne, Renee Y., Office of the Inspector General

Fugami, Jeffrey M., Office of the Inspector General

Gelber, Herbert D., International Organization Affairs
Gidley, Barry E., International Organization Affairs
Gillette, David M., Legislative Affairs
Hocker, Charles H., Office of the Inspector General
John, Elaine C., Office of the Inspector General
Johnson, Pamela R., Office of the Under Secretary for Management
Kim, Inh, Los Angeles Passport Agency
Knight, Gregory D., Office of the Inspector General
Lamble, Karen, Office of the Chief Financial Officer
Leporatti, Louis J., Office of the Inspector General
Lerner, Kimberly K., San Francisco Passport Agency
Lockamy, Yolonda D., Office of the Inspector General
Lowery III, Leroy, Office of the Inspector General
Lynch, Marjorie A., Office of the Inspector General
Mason, Christine R., Seattle Passport Agency
Moore, Cassandra E., Office of the Inspector General
Murphy, Raymond H., Office of the Inspector General
Olsen, Troy, Office of the Legal Adviser
Owens, Debbie C., Office of the Inspector General
Ozretich, Bart T., Seattle Passport Agency
Pacheco, Manuel O., San Francisco Passport Agency
Peters, Forrest A., Office of the Inspector General
Queen, Guilford C., Office of the Inspector General
Quinn, Marie A., Office of the Inspector General
Repasch Jr., Thomas A., International Organization Affairs
Rivera, Hector L., Office of the Inspector General
Roberts, Darwin D., Office of the Inspector General
Robert, James W., Office of the Inspector General
Robinson, Sharon Y., Office of the Inspector General
Ropella, Fay E., Office of the Inspector General
Selogy, Virginia A., Office of the Inspector General
Skowronek, Andrew D., Office of the Legal Adviser

Strother, Avis P., Office of the Inspector General
Sutton, William K., Office of the Inspector General
White, Marble L., Houston Passport Agency
Young, Anne T., Office of the Inspector General

Reassignments (July)

Bing, Cathy D., African Affairs to European Affairs
Carotenuto, Venetia E., Political-Military Affairs to East Asian and Pacific Affairs
Cheplick, David M., Foreign Buildings Office to Office of Information Management
Davidson, Betty J., Diplomatic Security to Economic and Business Affairs
Smith, Terri L., Washington Passport Agency to Inter-American Affairs

Resignations (July)

Adrian, Paula, San Francisco Passport Agency
Alvarez, Jose G., Houston Passport Agency
Bobby, Wayne S., Office of the Chief Financial Officer
Brantjes, Andrea Kristiana, Office of the Chief of Protocol
Burgess, Robert W., Office of the Inspector General
Chitre, Nanda, Bureau of Public Affairs
Daley, John V., Office of Information Management
Finley, James H., Office of Information Management

Hamilton, Anethynia R., Office of Information Management
Hammond, Kathleen H., Office of Allowances
Hillman, Gracia M., Office of the Secretary
Hindman, Michael S., Office of Information Management
Kushen, Robert A., Office of the Legal Adviser
Kutateladze, Aleksandre, Foreign Service Institute
Lanier, Thomas K., Seattle Passport Agency
Lloyd, Joyce V., Philadelphia Passport Agency
McAuley, David, Consular Affairs
Millson, Elizabeth A., Foreign Buildings Office
Quilter, Peter Anthony, Inter-American Affairs
Sherman, Wendy R., Legislative Affairs
Stathos, Marc G., Chicago Passport Agency
Urbancic, Michelle Martone, Office of the Under Secretary for Management

Retirements (July)

Foster, Erik T., Office of Information Management
Gidley, Barry E., International Organization Affairs
Jefferson, Una M.P., Oceans Bureau
Mayers, Christopher George, Language Services
McNeil, Peter T., Diplomatic Security
Sears, Clarice Y., Consular Affairs
Wasmuth, Jurgen G.O., Office of Information Management

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Civil Service Personnel

Promotions (July)

GG-12

Carnemark, Anne Marie G., Foreign Service Institute, School of Language Studies

GS-3

Pyles, Diana Marie, Seattle Passport Agency

GS-4

Alzona, Teresita A., Honolulu Passport Agency
Cordova, Nathaniel J., Los Angeles Passport Agency
Edgeron, Michael T., New Orleans Passport Agency
Merrick, Wanda N., New Orleans Passport Agency

GS-5

Camelio, Eileen, Boston Passport Agency
Davila, Jeannette, Stamford Passport Agency
Goodwin, Rosemarie, Philadelphia Passport Agency
Granberg, Dianne Kimberley, Seattle Passport Agency
Herman, Terri L., New York Passport Agency
Mullen, Robin A., Boston Passport Agency
Sasaki, Lily T., Honolulu Passport Agency
Wade, Tracy E., Los Angeles Passport Agency

GS-6

Arns, Barbara Jo, Seattle Passport Agency
Huling, Richard W., Seattle Passport Agency
Smith, Chades R., Seattle Passport Agency
Southern, Doris Allen, Equal Employment Opportunity
Thompson, Wanda Theresa, Consular Affairs

GS-7

Abrash, Lisa Joan, Houston Passport Agency
Barnwell, Dorarette M., Office of Information Management
Bryant, Kevin E., New Orleans Passport Agency
Cunningham, Dennis L., New Orleans Passport Agency
Farrior, Paula L., New Orleans Passport Agency
Hardy Jr., Albert, International Organization Affairs
Hughes, Joyce, Consular Affairs
Jones, Roshena R., Office of the Chief Financial Officer
McCullar, Alisa A., Bureau of Personnel
Osgood, Judy A., Consular Affairs
Palk, Cicily J., Office of the Chief Financial Officer

Peterson, Jack E., Seattle Passport Agency
Smith, Alice S.N., Bureau of Personnel
Tehas, Donna B., New Orleans Passport Agency

GS-8

Barbre, Sonia P., New Orleans Passport Agency
Cho, Chung Soon, Seattle Passport Agency
Douglas Jr., Melvin E., Office of Information Management

GS-9

Barrows, Mathias E., Houston Passport Agency
Coniglio, Lisa Ann, Language Services
Eatmon, Frederica Pia, Operations Center
Gabriel, Deborah J., European Affairs
Johnson, Carol R., Office of the Inspector General
Marshall, Mary E., Near Eastern Affairs
McLaren, Patricia A., Houston Passport Agency
Moody, Gregory Prentice, Near Eastern Affairs
Poo, Jack Thampramual, Consular Affairs
Sanders, Marjorie L., Bureau of Administration
Sudbrink, Thomas G., Office of the Secretary
Vasquez, Abigail A., Office of the Chief of Protocol
Walker, Derek, Consular Affairs

GS-11

Burciaga, Santiago M., InterAmerican Affairs
Doyle, Jason P., European Affairs
Gonzales, Joseph Louis, InterAmerican Affairs
Greenberg, Brenda L., Office of Information Management
Hayman French, Karen Ann, Office of Information Management
Haynes, Susan, Office of the Chief Financial Officer
Lee, James William, Foreign Service Institute
Maxwell, Lawanda D., Intelligence and Research
O'Rea, Eric V., Office of Information Management
Rooney, Erin E., Bureau of Personnel
Votaw, Claire-Louise, Office of Information Management

GS-12

Husain, Dilnaz, Office of the Chief Financial Officer

GS-13

Arndt, Rachel M., Office of the Chief Financial Officer
Blackwood, Ann S., International Organization Affairs
Hallett, Jennifer A., Office of Information Management
Holton, Audree B., Office of Information Management
Lande, James A., Legislative Affairs
Tuten, June Maria, Office of Information Management
Wilder, Timothy Edward, Economic and Business Affairs

GS-14

Donald, Terry T., Diplomatic Security
Hedges III, John S., Office of Information Management
Peppe, Margaret G., Office of Information Management

GS-15

Hobgood, Teresa D., International Organization Affairs
Oliver, Rozanne D., Office of the Secretary

Appointments

Astor, Richard A., Office of the Inspector General
Berman, J. Richard, Office of the Inspector General
Bruce, David C., Office of the Inspector General
Bryant, Flora B., Medical Services
Bulles, Dolores A., Office of the Inspector General
Butler, Dorothy L., Office of the Inspector General
Crowley, Cathleen, Office of the Inspector General
Culp, Michael A., Office of the Inspector General
Daughtry, Deborah, Office of the Inspector General
Davies, James, Office of the Inspector General
Devigne, Renee Y., Office of the Inspector General
Fugami, Jeffrey M., Office of the Inspector General

Gelber, Herbert D., International Organization Affairs
Gidley, Barry E., International Organization Affairs
Gillette, David M., Legislative Affairs
Hocker, Charles H., Office of the Inspector General
John, Elaine C., Office of the Inspector General
Johnson, Pamela R., Office of the Under Secretary for Management
Kim, Inh, Los Angeles Passport Agency
Knight, Gregory D., Office of the Inspector General
Lamble, Karen, Office of the Chief Financial Officer
Leporatti, Louis J., Office of the Inspector General
Lerner, Kimberly K., San Francisco Passport Agency
Lockamy, Yolonda D., Office of the Inspector General
Lowery III, Leroy, Office of the Inspector General
Lynch, Marjorie A., Office of the Inspector General
Mason, Christine R., Seattle Passport Agency
Moore, Cassandra E., Office of the Inspector General
Murphy, Raymond H., Office of the Inspector General
Olsen, Troy, Office of the Legal Adviser
Owens, Debbie C., Office of the Inspector General
Ozretich, Bart T., Seattle Passport Agency
Pacheco, Manuel O., San Francisco Passport Agency
Peters, Forrest A., Office of the Inspector General
Queen, Guilford C., Office of the Inspector General
Quinn, Marie A., Office of the Inspector General
Repasch Jr., Thomas A., International Organization Affairs
Rivera, Hector L., Office of the Inspector General
Roberts, Darwin D., Office of the Inspector General
Robert, James W., Office of the Inspector General
Robinson, Sharon Y., Office of the Inspector General
Ropella, Fay F., Office of the Inspector General
Selogy, Virginia A., Office of the Inspector General
Skowronek, Andrew D., Office of the Legal Adviser

Strother, Avis P., Office of the Inspector General
Sutton, William K., Office of the Inspector General
White, Marble L., Houston Passport Agency
Young, Anne T., Office of the Inspector General

Reassignments (July)

Bing, Cathy D., African Affairs to European Affairs
Carotenuto, Venetia E., Political-Military Affairs to East Asian and Pacific Affairs
Cheplick, David M., Foreign Buildings Office to Office of Information Management
Davidson, Betty J., Diplomatic Security to Economic and Business Affairs
Smith, Terri L., Washington Passport Agency to Inter-American Affairs

Resignations (July)

Adrian, Paula, San Francisco Passport Agency
Alvarez, Jose G., Houston Passport Agency
Bobby, Wayne S., Office of the Chief Financial Officer
Brantjes, Andrea Kristiana, Office of the Chief of Protocol
Burgess, Robert W., Office of the Inspector General
Chitre, Nanda, Bureau of Public Affairs
Daley, John V., Office of Information Management
Finley, James H., Office of Information Management

Hamilton, Anethynia R., Office of Information Management
Hammond, Kathleen H., Office of Allowances
Hillman, Gracia M., Office of the Secretary
Hindman, Michael S., Office of Information Management
Kushen, Robert A., Office of the Legal Adviser
Kutateladze, Aleksandre, Foreign Service Institute
Lanier, Thomas K., Seattle Passport Agency
Lloyd, Joyce V., Philadelphia Passport Agency
McAuley, David, Consular Affairs
Millson, Elizabeth A., Foreign Buildings Office
Quilter, Peter Anthony, Inter-American Affairs
Sherman, Wendy R., Legislative Affairs
Stathos, Marc G., Chicago Passport Agency
Urbancic, Michelle Martone, Office of the Under Secretary for Management

Retirements (July)

Foster, Erik T., Office of Information Management
Gidley, Barry E., International Organization Affairs
Jefferson, Una M.P., Oceans Bureau
Mayers, Christopher George, Language Services
McNeil, Peter T., Diplomatic Security
Sears, Clarice Y., Consular Affairs
Wasmuth, Jurgen G.O., Office of Information Management

Got an unorthodox opinion about operations at State? The editor will publish your article as a separate feature, "Point of View."

Articles should be double-spaced and free of acronyms (spell out office names and titles). Include a Microsoft Word disk with your submission. For information, call Barbara Quirk, (703) 516-1669.

Foreign Service Personnel

Appointments (July)

Alvarado, Victoria A., Caracas Venezuela
Attkisson, Patricia O., Santo Domingo
Austrian, Courtney E., Port-au-Prince
Babetski, Frank J., European Affairs
Barbessi, Bartholomew L., European Affairs
Blocker, Darrell M., African Affairs
Bryla, Mary K., European Affairs
Christensen, Guillermo S., European Affairs
Cowing, John W., Office of Information Management
Grimes, Richard J., European Affairs
Hallberg, Kent B., European Affairs
Holst, Alan, Monterrey
Hooper, Jon C., African Affairs
Johnson, Bruce Donald, Near Eastern Affairs
Khadem, Farnaz, Tel Aviv
Ledoux, Thomas A., Office of Information Management
MacFarlane, Jackson A., Inter-American Affairs
Marquardt, Arthur H., Pre-Assignment Training
Owen, Chris A., Office of Information Management
Purl, David M., Dhaka
Regan, William R., European Affairs
Sallies, E. Elizabeth, Near Eastern Affairs
Schlachter, Mark M., Yaounde
Stamps, Amy K., European Affairs
Stern, Robin D., Cotonou
Titus, Donn-Allan G., Mexico City
Tubaya, Denise G., Office of Information Management
Van Loon, Paul, European Affairs
Walson, Faye P., East Asian and Pacific Affairs

Transfers (July)

Alford, Frank, Specialist Intake to Nairobi
Barboriak, Eric Michael, Pre-Assignment Training to Shanghai
Bartko, Daniel J., Moscow to European Affairs
Becerra, Juan, Abidjan to Belgrade
Blakeney, Drew G., Mexico City to Managua
Bondy, Steven Craig, Amman to Operations Center
Bray, Robert J., Nairobi to Inter-American Affairs
Brennan, Thomas J., Foreign Service Institute to Economic and Business Affairs
Cabal Jensen, Doris E., Ljubljana to Copenhagen

Campbell, Ian Patrick, Pre-Assignment Training to Almaty
Campbell, Martha Larzelere, Office of the Under Secretary for Management to European Affairs
Cobb, Elizabeth L., European Affairs to Languages Services
Conway, Ellen Mary, Riga to Consular Affairs
Diffily, J.A., Pre-Assignment Training to Ciudad Juarez
Dorman, Shawn, Bishkek to Jakarta
Dunlap, Kyle M., Moscow to European Affairs
Eckstrom, Peter Thomas, Pre-Assignment Training to Moscow
Evans, Ann M., European Affairs to Lisbon
Falzetta, Brian J., Diplomatic Security to Beirut
Fiorini, Marc A., Beirut to Sarajevo
Foldi, Paul S., Managua to Inter-American Affairs
Ford, Jerry M., Jakarta to Caracas
Gaarder, Eduardo R., Foreign Buildings Office to FBO—Italy
Goodnight, Stephanie C., San Salvador to Inter-American Affairs
Gough, Carolyn, Lima to Moscow
Grant, Daniel V., Seoul to Bureau of Personnel
Gude, Jacques L., African Affairs to Dar es Salaam
Harwood, Marjorie T., Bureau of Personnel to Medical Complement
Harwood, Marjorie T., Islamabad to Bureau of Personnel
Herndon, Joel C., Djibouti to African Affairs
Johnston, Jill, Santiago to Bureau of Personnel
Kahn, Rosalie B., Bonn to Santiago
Kelsey, Brian R., Foreign Buildings Office to European Affairs
Kidd, David G., Hong Kong to Diplomatic Security
Klosson, Michael, The Hague to Legislative Affairs
Kozak, Gertraude T., Canberra to Kiev
Krause, Elizabeth R., Cairo to UN Mission, Vienna
Kuntz, Mona A., Bucharest to Mexico City
Kupetz, Allen H., Seoul to East Asian and Pacific Affairs
Larochelle, Keith R., Frankfurt to Kiev
Libby, Mark, Pre-Assignment Training to Warsaw
Lind, Eric T., Frankfurt to Diplomatic Security
Lippeatt, John David, Pre-Assignment Training to Warsaw
Littrel, Douglas M., Near Eastern Affairs to Algiers

Lumley, Dustin W., Frankfurt to Sarajevo
Maher, William J., Beirut to Diplomatic Security
Mango, David G., Vienna to Office of Information Management
McAdoo, Scott D., La Paz to International Narcotics and Law Enforcement Affairs
McClendon, Phil D., Djibouti to Office of International Management
McMillion, Margaret K., Bangkok to Vientiane
Miller, Andrew Thomas, Vilnius to Consular Affairs
O'Neal, Sharon, Near Eastern Affairs to Bangui
Post, Mark A., Liaison Office to Zagreb
Powell, Jo Ellen, European Affairs to Executive Secretariat
Powers III, Raymond, Djibouti to African Affairs
Pratt, Genevieve J., Bureau of Personnel to Intelligence and Research
Purvis, Joseph E., Office of Information Management to Dhahran
Reames, David E., Inter-American Affairs to Bogota
Renteria, Celestina M., Caracas to Inter-American Affairs
Rowe, William Neil, Diplomatic Security to Beirut
Rumpf, Eric N., Foreign Buildings Office to Hong Kong
Rusterucci, Robert J., Foreign Buildings Office—Israel to Diplomatic Security
Ryan Jr., Emmett J., East Asian and Pacific Affairs to Hong Kong
Samuels, Dwight A., Bureau of Personnel to Kinshasa
Sargent, William P., Singapore to Office of Information Management
Schlegel, Jimmy L., Oslo to Madrid
SeEVERS, James Patrick, Foreign Service Institute to Jakarta
Shankweiler, Raymond B., Maseru to Antananarivo
Smith, Maria Kirsten, Banjul to Helsinki
Steinmetz, Ingeborg B., San Salvador to Madrid
Stevens, John, Cairo to Near Eastern Affairs
Stremel, John T., Career Mobility Program to Hong Kong
Struble, James Curtis, Bureau of Personnel to Quito
Sullivan, Daniel, Jakarta to Bucharest
Swigert, James Webb, Inter-American Affairs to European Affairs

Teasdale, Janet L., Moscow to Amman
Tepper, Lisa Lorraine, Executive Secretariat to European Affairs
Timmins, Lola A., Bucharest to Geneva
Truchot, Gary E., Nairobi to Diplomatic Security
Trudeau, Jerald Casey, Office of Information Management to Manila
Turco, Robin Wallace, New Delhi to Foreign Service Institute
Vernon, Daniel A., Montevideo to European Affairs
Wardman, Harold Brandt, Office of Information Management to Bureau of Personnel
Warpula, Karin L., East Asian and Pacific Affairs to Beijing
Williams, James H., African Affairs to Lagos
Yoder, Barbara B., Frankfurt to Amsterdam
Zenoble, Elaine A., African Affairs to Lagos

Resignations (July)

Athens, Sue A., Dar es Salaam
Aubrey, Stephanie E., Djibouti
Belt, Michael Wayne, Gaborone
Bennett, James Calvin, Diplomatic Security
Bohne, Mary Primrose, Port-au-Prince

Broady, Marilyn G., Lima
Brown, Della Hewett, Mbabane
Bynum, Robin Marie, Abu Dhabi
Cieslewicz, Annette, Bern
Devins, Sandra M., Rome
Dunn, Lynn Marie, Lahore
Eia, Cheryl L., Stockholm
Eizenstat, Stuart E., Brussels
Herndon, Marie I., Djibouti
Higdon, Ellen E., Istanbul
Johnson, Dominique M., Lilongwe
Juneau, Brad J., New Delhi
Lopez, Lucia R., Tegucigalpa
Luke, Namhee, Seoul
Main, Eric R., Jakarta
Mignano, Dolores R., Rangoon
Mokrani, Ahmed, Djibouti
Moran, Eamon H., Shanghai
Noel, Aixa M., Vienna
Ottke, Barbara R., Cairo
Parker, Caroline E., Riyadh
Petrucelli, Michael J., Bangkok
Ramsey, Thomas Metzger, Belfast
Regulski, Aleksandra A., Warsaw
Roberts, Nicole M., Seoul
Rospendowski, Judith T., New Delhi
Scruggs, Pamela H., Leave-Without-Pay
Snyder, Patti J., Kathmandu

Spaulding, Alayne Marie, Lahore
Talbot, Geneva G., Dublin
Turpin, Michelle, Guatemala
Villarreal, Ermilo C., Thessaloniki
Ward, Randolph E., Bonn
Wayne, Anne K., Copenhagen
Wriede-Yeager, Gisela, Vienna
Ziegler, William H., Berlin

Retirements (July)

Arakelian, Mary, Vienna
Bailey, Bonnie J., Executive Secretariat
Becker, Donald A., Office of Information Management
Carr, Dolores Ann, Inter-American Affairs
Hamilton, Thomas P., Bureau of Personnel
Hammond, Carol Ann, Niamey
Hurley, Sharon V., Bratislava
Hurwitz, Edward, Bureau of Public Affairs
Kern, Shirley E., Bonn
Law, Jack Morris, Caracas Venezuela
Marsh, William H., Bureau of Public Affairs
Varga, Michael J., Toronto
Ward, June E.S., Amman
Zenn, Henry, Office of Information Management



PORT LOUIS, Mauritius—Administrative officer **Bonita Bissonette** receives the Meritorious Honor Award from Ambassador **Leslie Alexander**.

NIAMEY, Niger—Budget officer **Theodosia Coley** receives the Meritorious Honor Award from Ambassador **John Davison**.

Learning to Run with the Senior Seminar

By Christine D. Shelly

Last August I arrived at the National Foreign Affairs Training Center to join 31 other members of the 38th Senior Seminar, the 9-month professional development program for foreign policy and national security officials of the government. Most of the program focuses on the study of national issues, coupled with professional training to enhance leadership skills. Several of us chose health and wellness as one of our three curriculum committee assignments. In my case, I considered this a commitment to become fit.

Early in the course, several of my male colleagues (mostly from the military) began to disappear during the lunch hour to go running. I confess that I was envious. The runners returned to afternoon sessions highly invigorated, clearly under the influence of endorphins ("runners high"). It was also clear that running was a team-building experience. But it looked doubtful that I would join them, never having been a runner, and being overweight (I had gained 20 pounds during my prior assignment as deputy spokesman).

The spirit, however, was there. My FBI colleague in the course, John Imhoff, took pity on me. In October he expressed a willingness to try and turn me into a runner. Our first effort lasted five minutes, and my recovery time took another five. You get the drift.

By November I had proper running shoes and a warm-up suit. (I figured if I couldn't run, I could at least look good.) I began to run with Seminar



The author with fellow runner and Senior Seminarian John Imhoff.

colleagues during our trips around the United States. The usual line-up included classmates from the Marine Corps, Coast Guard, Army, Navy, and FBI. One or more would run with me for up to 20 minutes, after which they would drop me off and go on for their *real* run. The weak-willed might have questioned the wisdom of this effort.

But I was making progress. More sedentary colleagues began to take note and expressed some interest in my program. The pounds were coming off, and I was gradually able to increase my running time. Then unexpectedly at Christmas time, I had minor abdominal surgery and had to shelve my running aspirations for another month.

By late January I was raring to go again. I got a personal fitness trainer, who helped me set up a regime for light resistance and cardiovascular training. Every Saturday from February through April I trained for

an hour, starting with a warm-up on the exercise bike, followed by weights, the treadmill, stretching, and a cool-down.

Also in February, several of us banded together for a public affairs outreach project, visiting communities from North Carolina to Pennsylvania. On one of our jaunts, Mike Quinlan, our Marine Corps member, got me to agree to begin "serious training." Mike's goal for me was to run a 5-kilometer race by late March.

We made it. On March 30, Mike and I ran in the Ashburn Elementary School Spring Mania 5k. My finish time was 29 minutes and 13 seconds. I was elated. My goal had been to break 30 minutes. Immediately after the completion of the 5k event, there was a 1-mile Fun Run. I grabbed Mike and we went again! (I spent the next 48 hours applying Icy-Hot to my calf muscles.)

At the Beech Tree Spring Fever 5k race two weeks later, Mike and I were joined by State colleague Sarah Horsey-Barr. The weather conditions were ideal, but the course had two serious hills. Our training paid off, however. We finished in 27 minutes and 4 seconds, trimming a cool 2 minutes and 9 seconds off our previous record.

Our third race, on April 28, was Gold Gym's "Run for the Kids." Having trained hard, I was ready for the minutes to roll off my time again. This race attracts a hard-body crowd. The run shuttled between the Gold's Gym in Clarendon and their gym in Rosslyn, which meant downhill out and uphill back. I completely ran out of juice at the 3k mark. The crowning moment came at the 4k mark, when Mike piped up: "Christine, if you've got anything left, now's the time!" (If I'd had anything left, I would have decked him.) I did manage to clock

in at 26:38, a new personal best, but left demoralized, swearing never to repeat this indignity. Ironically, two weeks later, I learned that I had finished 59 out of 235 women, and second in the 40-49 age group.

By May 5, I was back at it. I gave Mike a rest and ran with my FBI colleague, John, in the Bright Beginnings 5k on Hains Point. I ran a new personal best: 25:43.

In mid-May, the Senior Seminar departed on the last of its trips—to the South. Mike and I tracked down a wonderful 1-mile and 5k run/walk for May 19 in New Orleans. We dragooned 11 other Seminar colleagues and Seminar dean Robert Pringle into this event. Half of the group were competing for the first time. Race conditions were extreme: temperatures in the mid-80s with better than 90% humidity. Mike was our top male finisher in the race, at 20:48, finishing 26th out of 209 male

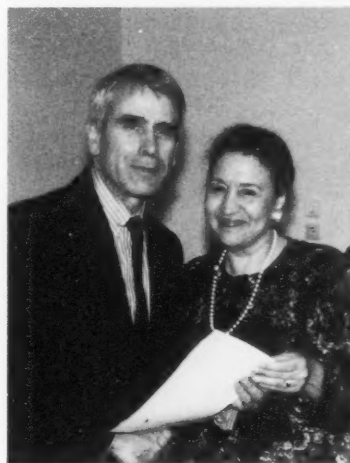
entrants. John was second at 21:58. I topped the women, at 26:55, finishing 25th out of 141 entrants.

Learning to run with the Senior Seminar was about much more than running. It was initially about fitness, but ultimately tied in to leadership, something we spent a great deal of time thinking about in the Seminar. Learning to run brought me better health, more vigor, greater stamina, and increased self-respect and confidence. And running became an effective team-builder; on our last two trips we had group runs almost every day with up to 16 Seminar members. Running served as a bridge between our private and official lives. To paraphrase Gary Slagle of the American Committee for the Olympic Games, we runners were "disparate pieces of a puzzle (who) became melded members of a team."



COPENHAGEN, Denmark—Ambassador **Edward Elson** presents a congratulatory letter from the President to security investigator **Ole Olivarius**, retiring after 46 years of service.

ATHENS, Greece—Ambassador **Thomas Niles** presents a 20-year Length of Service Award to protocol assistant **Maria Christou**.



'Not for people like you'

(continued from page 15)

the same size) is located. Many African-Americans know little about Africa and less about West Africa, from which many of their ancestors were brought to this country. Many physiologists believe there is an explicit connection between knowledge of one's "proper history" and one's psychological well-being.

If you don't know that one of the first universities ever established was in Timbuktu in Mali, then you might fall prey to theories recently espoused in the book *The Bell Curve*, which says that black people are intellectually inferior. If you don't know that the Benin bronzes are some of the most exquisite pieces of art ever created—or you don't know that one of the main sources of Pablo Picasso's ideas about form were based on the contours and shapes of ancient African masks—you might not challenge someone who says Africa has no rich cultural heritage.

I presented my credentials as U.S. ambassador to Benin on December 24, 1992. It was a red-carpet occasion—just for "people like you."

Before I met the Beninese president, I reviewed the Beninese troops, saluted the U.S. and Beninese flags, and stood at attention when the national anthems of our respective countries were played. As the "Star Spangled Banner" played and "Old Glory" waved, as I stood in its shadow, I felt the complete weight of my mandate.

Then the anthem of the Beninese people stirred deep feelings of ties to the African continent. The anthem conjured up thoughts of the slave trade that ravaged West Africa—of the stark contrast in the voyage I had just made to Benin comfortably by jet, to the terrors my ancestors suffered when

crossing the Atlantic in the other direction. I was moved and I'm sure the only reason I didn't cry was that tears and "extraordinary and plenipotentiary" didn't strike me as common companions.

Serving in West Africa while I was charged with managing U.S. resources to support the development of Benin's fragile democracy was a heady experience. Everyone does not agree with me and other Africanists on how important Africa is. But there is one thing from which there is no escape—African-Americans and Africans are linked by strong cultural ties, for we are descendants of the African diaspora. Our past, present, and future are linked to Africa.

We live in a very Eurocentric society. We learn and we admire European history. Consequently, the descendants of Europeans who populate the United States are often viewed as the best and the brightest, to the exclusion of other racial and ethnic groups. The fate of Africa and how Africa is viewed will continue to have a direct bearing on how African-Americans are perceived in this country.

We African-Americans must encourage the U.S. government to continue to support the development of a stable, democratic Africa that is fully prepared to take its rightful place in the world arena. As Africa's image is fortified, so will the image of African-Americans be fortified in what is presently a Eurocentric society.

Africans are reaching out to establish stronger bonds and links with African-Americans. I experienced this during my tenure in Benin. I had lived in Africa before, but being in West Africa was special. When I attended meetings or

was in crowds, I looked around and I saw people who looked just like my friends and relatives.

I visited Ouidah, a 35-minute drive from Cotonou. Ouidah is a port from which more than 1.5 million slaves set sail for the Americas. If you visit the port, you will see the dungeons in which slaves were crammed like sardines, without light or sanitary conditions, for several days, with standing room only, until they became disoriented and weak. You will walk past the cannons that were traded, one for 20 African women or 16 African men.

You will walk the mile to the sea, and with a bit of imagination you can feel the chains as they bite into your flesh, or see the weaker captives drop dead from fear and the deprivation of the dungeon. And, presently, as you near the shore from where the captives could see ominous vessels waiting to take them away into slavery you will come upon the "tree of forgetfulness." The men were required to walk around the tree nine times, and the women seven times, to wipe out all memories of their past life, of their families and friends, of their children and loved ones.

I walked around the tree seven times—but I never want to forget.

The history of African-Americans, says author Gerald Early, has been an ongoing project—tragic, but noble and sublime—a history of self-reconstruction. I have cherished representing this country abroad and look with considerable pride on the role African-Americans have played in making this country great.

To others I say: Set high goals. Believe in yourself and both you and others might be surprised at what "people like you" can accomplish.

Obituaries

John Eaves, 71, a retired Foreign Service officer, died of a heart attack at Shady Grove Hospital on April 14. Mr. Eaves joined the Department in 1956 as a South Asian specialist.



His Foreign Service career began in New Delhi. After serving as chief of the political section in Colombo, he was named to the U.S. mission to the United Nations, where he served as political adviser to four ambassadors. He also served with then-ambassador George Bush as a member of the American Delegation to the 23rd UN General Assembly in 1972-73.

Mr. Eaves, who graduated from the National War College in 1970, held postings as consul general for South India, counselor in Kathmandu, and deputy chief of mission and charge in Nicosia.

He was born in Southbridge, Mass., on February 11, 1925. He earned a B.A. from Clark University and became a commissioned officer in the Navy, having also completed the V-12 and officer training programs. Serving with distinction in the Pacific theater of war on three Landing Ship Tanks, he was awarded the Purple Heart. Upon returning to civilian life, he received a master's degree from Clark University and a Ph.D. in international law and relations from Columbia. He taught at Columbia and Barnard and pursued post-doctoral studies at the University of

London. After a year in South Asia, he returned to Columbia University, where he taught graduate courses in South Asian studies and served as assistant to the director of the school of international affairs.

Survivors include his wife of 44 years, Maria Perry of North Potomac; a son; a daughter; two grandsons; and a sister.

James F. Hughes, 65, a Foreign Service officer who retired in 1991, died of cancer at a vacation home in Block Island, R.I., on May 2. He was a resident of Alexandria, Va., but had lived in the Washington area off and on since 1957 when he joined the Foreign Service.

Mr. Hughes served in Paris, Barbados, Liverpool, Calgary, and Nassau. He was consul general and counselor for consular affairs in Tel Aviv and Panama. He was serving on the Foreign Service Board of Examiners when he retired.

Mr. Hughes was born in Brooklyn, N.Y., and graduated from St. John's University. He served in the Army during the Korean War. He was a lay reader and chalice at Alexandria's Episcopal Church of St. Clement and a member of the Alexandria Democratic Committee. He is survived by his wife, Caryl Brode of Alexandria, and three children.

John E. Kutsmeda, 60, a retired Foreign Service officer, died of cardiac arrest, at Northside Hospital in Clearwater, Fla., on April 30.

Mr. Kutsmeda was born in Wood, Pa. He graduated from the University of Miami. He served in the Army in the early 1960s. Joining the Service in 1966, he served as an administrative

officer in France, Korea, Jamaica, Holland, and Morocco. He was assigned to Washington from 1978-88, retiring to Clearwater after retirement.

Survivors include two children, Julie Kutsmeda of Columbia, and Army Sgt. John Stephen of Seoul; a brother; and six sisters.

Daniel Webster Montenegro, 79, retired Foreign Service officer, died at Vencor Hospital in Arlington on April 10.

He began his 23-year career in the Foreign Service following World War II. During the war, he served in Army counterintelligence and was part of the American team sent to search for Hitler's body in the Russian-occupied sector of Berlin after the Allies defeated Nazi forces. He also attended the Potsdam conference. After the war, he served as vice consul in Noumea from 1953-56; as political officer in Berlin for four years; then as first secretary and labor attache in Madrid from 1966 to 1969. After retiring in 1969, he became a lecturer and consultant on labor and political issues. He also taught English as a second language.

Mr. Montenegro was born in New York City in 1916 but spent part of his childhood in Chile and Argentina. He earned a bachelor's degree from the University of Florida. He is survived by his two daughters, two brothers, and one grandson.

Frank Schuler, Jr., 88, a retired Foreign Service officer who as a student in Japan during the 1930s, warned of that country's hostile intentions toward the United States,

died of cancer at his home in Vienna, Va., on April 30.

Mr. Schuler, a native of Muskegon, Mich., was a 1930 graduate of the University of Michigan. He joined the Foreign Service in 1930 and the following year was assigned to Japan, where he served first as vice consul in Kobe and later as embassy secretary in Tokyo.

After the United States entered World War II, he was assigned to the British West Indies, Canada, and New Caledonia. Returning to Washington in 1945, he served as director of the Japan branch of the Office of War Information and Department chief of the Japan branch in the Office of Occupied Areas for five years. He later went to Europe, where he served two years as a special assistant to the U.S. high commissioner in Germany. In 1953, he served as chairman of the Paris liaison group of U.S. ambassadors in Europe until he retired. Remaining in the Washington area after his retirement, he was executive director of the National Conference on International Economic and Social Development from 1962-64. In 1967 and 1968, he was on the staff of an inter-governmental committee investigating the CIA. Later, he was managing partner of a newsletter on Latin America until he retired in 1979.

Survivors include his wife, the former Olive Janet LaCroix; a daughter; two sons; and four grandchildren.

Richard W. Tims, 84, retired Foreign Service officer and historian, died in Austin, Tex., on April 6.

Mr. Tims joined the Department in 1945 and served as research attache in Warsaw, 1948-49. He was named chief of the East European branch before joining the Foreign Service in 1955. He served as first secretary and consul in Prague, then as counselor and charge in Budapest. He received the Papal Medal from the Vatican for his services to Jozef Cardinal Mindszenty.

In 1968 Mr. Tims was assigned to the Office of the Under Secretary for Political Affairs, where he served as editor of a project detailing the Department's history during the Johnson administration. The following year, he represented the Department at the Johnson Library in Austin, where he inventoried foreign affairs documents deposited there. After retiring in 1970, he moved to Austin, where he served as executive director of the bicentennial steering committee of the University of Texas, and later as associate director of the Texas College bicentennial program.

Mr. Tims was born March 4, 1912, in Tama, Ia. He graduated Phi Beta Kappa from Cornell College. He received his Ph.D. from Columbia University in 1941, where he had a fellowship. He taught history at Columbia and at Trinity College. He served as an intelligence specialist with the Office of Strategic Services, both as a civilian and as a First Lieutenant in the Army during World War II.

A lifelong conservationist, Mr. Tims served as president of the Travis Audubon Society and the Texas Environmental Coalition. He is survived by his wife, Glenn, of Austin; two sons; a daughter; three grandchildren; and a cousin.

Robert W. Heavey, 82, a retired Foreign Service officer, died of cancer at his home in British Columbia on May 5.

Mr. Heavey joined the Service in 1948 as assistant security attache in Manila. After postings in Seoul and Paris, he became regional security officer in Saigon, where he received the Superior Service Award in 1956 for his role in removing a bomb from a facility housing American families. After that, he served as consul in Rio de Janeiro and as chief of personnel security in Bonn. His final positions were first secretary and consul in the Congo and Chad.

Mr. Heavey was born in Berkeley, Calif., on April 27, 1914. He received a bachelor's from the University of California. After State, he served for 10 years as the university's first chief of police at the Irvine campus. His survivors include a daughter, a son, and two grandchildren.

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